SLA BIENNIAL SALARY SURVEY 1991

SLA
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SALARY SURVEY
1991

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SLA SALARY SURVEY

Scope and Purpose

THE 1990 SALARY SURVEY is the 9th salary survey of SLA members to be conducted by the Special Libraries Association. Surveys prior to 1982 have been published in *Special Libraries*. Since 1982, the triennial salary surveys have been separate publications. The objectives of the surveys are:

- To obtain systematic accurate information about the salaries of special librarians and information personnel;

- To establish a data bank from which inquiries about salaries can be answered for members of the Special Libraries Association, for persons engaged in personnel and recruitment activities, and for persons planning special library careers;

- To enable SLA members to assess their own salaries in view of the numerous variables.

The Association's salary surveys have been on a triennial schedule since 1967. 1990 marks the inception of the now biennial frequency. The first salary survey was conducted in 1959; however, no surveys were taken during the years 1960-1966.

It has been apparent that annual updates to the salary surveys are necessary to keep pace with rapidly changing economic conditions. In 1980 and 1981 the first two annual updates were undertaken. The updates sample 25% of the membership using an abbreviated survey instrument. Annual updates have continued to be compiled in the years between each triennial survey and will now continue between the biennial surveys. The results of the annual updates are published in the corresponding Fall issue of *Special Libraries*.

Respondents who reported that they were unemployed on April 1, 1990, or who reported only part-time employment, were not included in calculations of annual salary means or medians. The reported salary means and medians represent respondents employed on a full-time basis. For the first time in SLA's salary survey process, part-time hourly rates have been reported as a new and separate portion of the survey.

In the published reports of the 1976 and 1979 triennial surveys, salaries were presented in terms of percentiles instead of the arbitrary $1,000 ranges of previous survey reports. This format has been retained. The desirability of a presentation in terms of percentiles has frequently been recommended to the Association by salary administrators and by the administrators of personnel departments. Data are reported for the 25th, 50th, and 75th percentiles where the 50th percentile is the median. Instead of reporting the lowest and highest salaries, the average of the lowest 10% and the average of the highest 10% are reported. This method prevents possible identification of individuals at the low and high extremes.

In 1982, the SLA Statistics Committee assisted with the revision of the salary survey instrument and suggested several improvements in the way the collected data are used in the survey report. Based on the Committee's suggestions we added additional comparisons to the 1982 survey report. One of the major features was an industry breakdown by geographic area. Thus, banking librarians are able to review salaries in their part of the country as well as nationwide. Other additions included the comparison of salaries with job titles and with budget ranges.

In preparation for the 1990 survey, the SLA Research Committee in conjunction with SLA's Director of Research participated in a review process of the salary survey instrument. As a result

of that review, several revisions and enhancements were made to the survey instrument: part-time hourly rates have been included; primary responsibilities have been revised; budget ranges have been expanded and a new section on employee benefits was developed. The data in the 1990 survey are presented in tables similar to those in the 1988 survey. Data for the United States and Canada continue to be presented in separate tables. It should also be noted that any response category with five or fewer responses has been omitted from the tables.

Survey Questionnaires

In an effort to reach all SLA members in an efficient manner, the Association mailed the 1990 salary survey questionnaire first class to Canada and bulk rate within the United States.

In April 1990, 11,038 members and associate members received the salary survey in the mail. Recipients were requested to report their salary as of April 1, 1990 and to return the questionnaire by the May deadline. A followup postcard was sent to all survey recipients in late April asking members to return their surveys if they had not already done so.

Returns from 5,505 members were received by the deadline, giving the association a 50% response rate.

Mean and Median Annual Salary in 1990

The mean (average) basic annual salary of SLA members on Apr. 1, 1990 was $42,691 (Canadian dollars) for Canadian members and $37,761 for members in the U.S.

The survey indicates increases in regional median salaries from 1989 to 1990 ranging from 4% up to 19.7%. The regional median salaries in dollars for 1990 range from $31,000 in the Mountain region to $41,360 in the Middle Atlantic region. The overall median salary in the U.S. was $35,700. The median salary for Canada, reported in Canadian dollars, is $41,360.

The median represents the salary at the center of the distribution. Half the salaries reported are less than the median, and half are greater than the median. When the median salary for any group is less than the mean salary, more respondents are below the average than above.

By the definition of the median as just stated, the median is also at the 50th percentile of the respondents. Similarly, one-quarter of the salaries reported is less than the 25th percentile. Three-quarters of the salaries reported are below the 75th percentile; or stated in other words, the 75th percentile shows that one-quarter of the salaries reported is above the 75th percentile.

Table 1a lists the basic annual salary of SLA members for 1967, 1970, 1973, 1976, 1979, 1982, 1985, 1988, and 1990. These figures are depicted graphically in Figure 1.

	Questionnaires Mailed	Usable Responses	
1967	5,752	3,876	(67%)
1970	5,975	3,594	(60%)
1973	6,108	3,893	(64%)
1976	6,974	4,233	(61%)
1979	9,442	4,997	(53%)
1982*	9,128*	3,255	(36%)
1985	9,691	5,913	(65%)
1988	10,475	4,001	(38%)
1990	11,038	5,475	(50%)

**Salary Survey was included in the Special List with the instruction that only SLA members and associate members return it. The figure represents membership count as of April 1 and the responses represent the returns from members and associate members.*

CPI and Mean Salary

The Consumer Price Index (CPI) is a measure of the average change, over time, in the prices of goods and services in major expenditure groups — such as food, housing, apparel, transportation, medical care, and entertainment — typically purchased by urban consumers. Essentially, it measures the purchasing power of consumer dollars by comparing what a sample "market basket" of goods and services costs today with what the same sample market basket cost at an earlier date.

Beginning with January 1988 data, most Consumer Price Indexes have shifted to a new reference base year. All indexes on a base of 1967=100 or any other base through December 1981 have been changed to a 1982=84 reference base. Historical data on the new base from the Bureau of Labor Statistics has enabled us to continue to compare consistently salary and CPI figures. Table 1b indicates the relationship of the mean salary of SLA members and the CPI. While the mean salary has increased 220.0% since 1970, the CPI has increased 231.4%.

Part-Time Hourly Rates

For the first time in the salary survey process, the instrument was designed to collect hourly rates from part-time employees. Table 1c presents these rates in terms of overall figures for the United States and Canada. Part-time employees were also asked to indicate the number of hours worked per week. In both the United States and Canada combined, the average work week was 24.085 hours.

Changes in Earnings by Sex

The responses of female members from the United States comprised 84% (3,786) of the total U.S. response to the survey questionnaire. The responses of female members from Canada comprised 87% (380) of the total Canadian response to the survey.

In every percentile rank, the salaries reported by female members in 1990 were less than salaries reported by male members. The average of the lowest 10% of the salary differential amounts to $1,304 for the United States members and $2,498 for Canadian members. The average of the highest 10% differential is $13,482 higher for male members in the U.S., while in Canada that salary differential amounts to $25,945. The difference in mean average salaries between males and females in the U.S. is $4,164 and in Canada, $5,989. Of course, these figures represent only survey totals and do not necessarily account for the variables considered in salary determinations. The figures indicate that, in general, women in special library and information fields are paid on a lower scale than men.

Perhaps more enlightening than the actual figures on men's and women's salaries is in the change in earnings by sex given in Table 3. Although salaries are not equal, the increase for women has been much greater than the percentage increase for men.

Census Divisions

This survey report uses nine geographical United States Census Divisions to define job location. Canada is considered as a separate division. Figure 2 depicts the states comprising each census division for the United States. The map includes the percentage of respondents from each division. Table 4 lists for each division the salary distributions in rank order of the 1990 medians.

Table 5 summarizes historical data on corresponding medians for 1970, 1973, 1976, 1982, 1985, 1988, and 1990. These, too, are listed in rank order of the 1990 median for each division.

In comparing the median rankings with the 1989 update, the top United States regions remain the Middle Atlantic, Pacific, and New England areas with their rankings of one, two, and three, respectively.

Metropolitan Areas

The metropolitan areas listed are based on former SMSA's as determined by the U.S. Census Bureau. Table 6 lists the metropolitan areas with median salary figures for each of the triennial surveys since 1970. The final column indicates percentage and dollar increases from 1988 to 1990. The New Orleans area shows the highest percentage increase — 31%. Honolulu-Kailua shows the second highest increase at 21%. All metropolitan areas show increases from 1988 to 1990 in median salary figures. These increases range from .7% to 31%.

Table 7 lists complete data for each metropolitan area. The table has been divided into 10 subdivisions corresponding to each of the nine Census divisions and Canada. Each subdivision is identified by a letter from 7a—7j.

Type of Organization

Tables 8a—8c show the salary distribution by type of organization. The types listed are broad categories. These figures reflect in general terms salary trends for members of the Special Libraries Association.

Table 8c reports "Salary Distribution by Type of Institution by Census Division in Rank Order of Median Salary in United States." The information in Tables 8a and 8b, presented in rank order of median salaries for each type of library, will assist individuals who wish to compare salaries in various types of organizations in each of the nine U.S. Census Divisions and Canada.

In some categories Table 8c lists only a few geographic areas. The reason is that for many industries in a particular part of the country, five or fewer people responded. As stated earlier, throughout the survey, any response category with five or fewer responses has been automatically dropped from the tables.

Primary Responsibility

Primary responsibility in rank order of median salary, Tables 9a and 9b, show a parallel to the 1988 survey in that administrative responsibility ranks at the top of both the U.S. and Canadian lists. The median salary for administrative responsibility increased by 14% in Canada and by 9% in the United States between 1988 and 1990. Editor writer, which was tied with administrative responsibility at the top of the U.S. list in 1988, dropped several ranks in 1990.

It should be noted that several revisions were made to the primary responsibility categories on the 1990 survey instrument. Consultant, information broker, and bibliographer were made distinct categories while literature searcher (formerly linked with bibliographer) was combined with online searcher to form a revised category. One other resultant change is that the self-employed category no longer includes consultants or information brokers.

In addition to Tables 9a and 9b, we have included in Table 9c a listing of primary responsibility within U.S. Census Divisions. By doing so, people can compare their salaries with others in their geographic area. Tables 10a and 10b tabulate salaries as a function of organizational entity. It indicates that U.S. members employed in information centers report higher salaries than those employed in libraries. The opposite is the case with Canadian members. This is the same pattern evidenced in the 1988 salary survey data. Table 11 indicates salary distribution by primary responsibility within type of institution.

Supervisory Responsibilities

In many organizations a key determinant of salary level is the number of people supervised. The 1990 survey considered both the total number of people supervised and the level of supervision (professional, technical, or clerical staff). Technical persons, although not defined in the questionnaire, often refer to para-professionals. Table 12 is presented in eight sections: 12a and 12b, "Number of Employees Supervised;" 12c and 12d, "Number of Professional Employees Supervised;" 12e and

12f, "Number of Technical Employees Supervised;" 12g and 12h, "Number of Clerical Employees Supervised." The information in Table 12 is given first for Canada and second for the United States. One hundred thirteen Canadians reported no supervisory responsibility, while 1,402 U.S. members reported no supervisory responsibility.

An analysis of the number of people supervised as a function of salary and sex is included in the 1990 salary survey report. Table 13 represents these findings.

The figures speak for themselves. It is interesting to note in the U.S. (Table 13b) that the highest salaried category (supervision of more than 20 professionals) contained almost twice as many men as women in 1982 (64% male to 36% female). In 1985, the gap was much smaller (45% female to 55% male). In 1988, the figures reversed the 1983 data with 65% of the respondents women and 35% men. The 1990 data show some change again with 58% of the respondents women and 42% men in this supervisory category.

Academic Background and Previous Experience

Table 14 lists salaries with highest degree earned. The table is in two parts: 14a and 14b, "Highest Subject Degree," and 14c and 14d, "Highest Library Science Degree."

Salary levels and academic degree levels are closely related. The highest salaries are reported in most cases by members who have earned the doctorate.

Tables 14e—14h further refine the data on degree status. In these charts, earned degrees are matched with type of institution. Unfortunately, many types of institutions were eliminated because of insufficient responses for that particular industry. This is only one measure for salary determination; thus, it is not surprising that there are cases in which the highest degree does not automatically list the highest salary.

Along with highest subject degree, respondents were asked to indicate their subject fields. Table 15 lists salaries by highest degree in a subject field in rank order of median salaries.

In the U.S., law ranks highest as it did in 1979, 1982, 1985, and 1988. For the United States, the physical sciences ranked second and business and economics, third, as in 1985 and 1988. In Canada, the physical sciences retained its number one ranking as in 1988. Philosophy and religion, not reported in 1988, ranked second in 1990 with a median salary of $45,000. Social sciences ranked eighth in 1988, moved to third in 1990 with a median salary of $42,747. One must remember when interpreting Table 15 that subject field relates to the academic discipline in which the respondent earned a degree. With Table 15c and 15d the salary data varies greatly among different industries.

Tables 16a—16f relate salary and years of experience. Tables 16a and 16b deal with years of other professional experience; Tables 16c and 16d list years of professional library experience. The 1990 survey differs from that of previous years is that the years of experience categories reflect a significant change. Instead of reporting 1-5 years of experience, those data have been broken into two categories, 1-2 and 3-5 years. This will provide a slightly different perspective on the data.

Table 17 compares years of experience among men and women, and salary in the United States and Canada. Unlike 1988, using the experience variable, the median salaries for women are not lower than the median salaries for men for every level in the United States. The median salaries for women are slightly higher in the 1-2, 3-5, and 16-20 years categories. In Canada the median salaries for women are higher than the median salaries for men in the 1-2, 3-5, and 11-15 years categories. No male salaries are reported in the 21-25 years category in Canada. The Canadian median salaries are higher for men in the 6-10, 16-20, and 26 or more years categories.

Salary as a function of seniority is presented in Table 18. Table 19 presents the salary distribution by number of employers. One must be cautious in drawing inferences from Table 19 because the table does not consider years of experience along with number of employers.

Minority Groups

The 1973, 1976, 1979, and 1982 surveys included a question on race in order to determine the representation of minority groups among SLA members. The 1985, 1988, and 1990 survey questionnaires included a similar question based on the minority group classifications designated by the U.S. government. Table 20 lists respondents by minority group classification.

Age

The 1979 and 1982 salary survey data indicated that more than one-half of the members responding was under 40 years of age. In the 1976 salary survey, the majority of the respondents were over 40 years old. In 1985 the age groups 20-29 and 30-39 accounted for 56% of the membership, compared to 53% in the 1982 survey. In 1988, the age groups 20-29 and 30-39 accounted for 48% of the membership response, a decrease from previous years. The 1990 data show an even further decrease with the age groups 20-29 and 30-39 accounting for only 41% of the membership response.

The distribution by age is given in Table 21a. Tables 21b and 21c are a tabulation of salary as a function of age.

Unemployment

The survey included questions to attempt to define the number of respondents unemployed and the period of unemployment during the 12-month period from April, 1989 to March 31, 1990. These data are reported in Table 22. The average number of months unemployed for the United States was five while in Canada the average number of months unemployed during that period was four.

In the 1990 survey for the United States, 267 members reported that they were unemployed for a period during April, 1989—March 31, 1990. This represents 6.5% of the valid responses to this question. For Canada, 21 members reported that they were unemployed for a period during April, 1989—March 31, 1990. This represents 6.2% of the valid responses to this question.

Job Titles

Table 23 provides salary information for United States and Canadian respondents by titles commonly used in organizations. This breakdown may help in determining comparable salaries with other divisions within an organization. Table 23d refines the information on job titles by breaking it down into census divisions in the United States. As in 1985 and in 1988, managers in the Middle Atlantic region report the highest salaries. In Canada (Table 23c) managers from Ottawa report the highest salaries, as was the case in 1988.

Tables 24a and 24b provide a breakdown for men and women by job title.

Budget

Tables 25a and 25b list the budget ranges for libraries and information centers in Canada and the United States with salary distribution. The budget ranges have been refined for the 1990 survey. There are nine as opposed to six ranges and budget breakdowns go to the above $1,000,000 mark as opposed to the above $250,000 mark in previous surveys.

Table 26a and 26b list a further refinement of the budget figures by matching them with organizational entity.

Table 27 includes budget ranges by type of industry as well as salary.

Benefits

The 1990 salary survey has included for the first time a brief section on benefits and bonuses to add to the compensation picture established by the salary data. Tables 28a and 28b illustrate the benefits reported by survey participants. Data are presented for both full and part-time employees.

In the United States for full-time employees, the most frequently reported benefits ranked one to five were: health insurance; annual leave; sick leave; attendance and travel to professional meetings and conferences, and pension retirement. In Canada, the parallel list for full-time employees consisted of: annual leave; sick leave; dental insurance; health insurance and long-term disability insurance. It should be noted that Canadian members were asked to interpret the benefits question to mean supplementary health insurance.

As a point of comparison, data for part-time employees in the United States and Canada are also presented. For part-time employees in the United States the five most frequently reported benefits were: annual leave; attendance and travel to professional meetings and conferences; sick leave; leave to attend professional meetings and conferences and in fifth place both health insurance and pension retirement. Canadian part-time employees reporting data were fewer in number than in the United States and many of the benefits were similarly ranked. In first place was annual leave and tied in second were leave to attend professional meetings and conferences and professional association dues. In third, four of the benefits are tied: dental insurance; long-term disability insurance; sick leave; and attendance and travel to professional meetings and conferences.

Bonuses, Profit Sharing, ESOPs

Another new area for the salary survey was the collection of data on bonuses, profit sharing and ESOPs. The distribution for full-time United States and Canadian respondents was as follows:

U.S. Full-Time Employees		Canada Full-Time Employees	
Description	Number Reporting	Description	Number Reporting
Profit Sharing	878	Profit Sharing	45
Incentive Bonus	370	Incentive Bonus	29
Annual Bonus	694	Annual Bonus	41
Bonus – Other	222	Bonus – Other	21
ESOP	499	ESOP	21

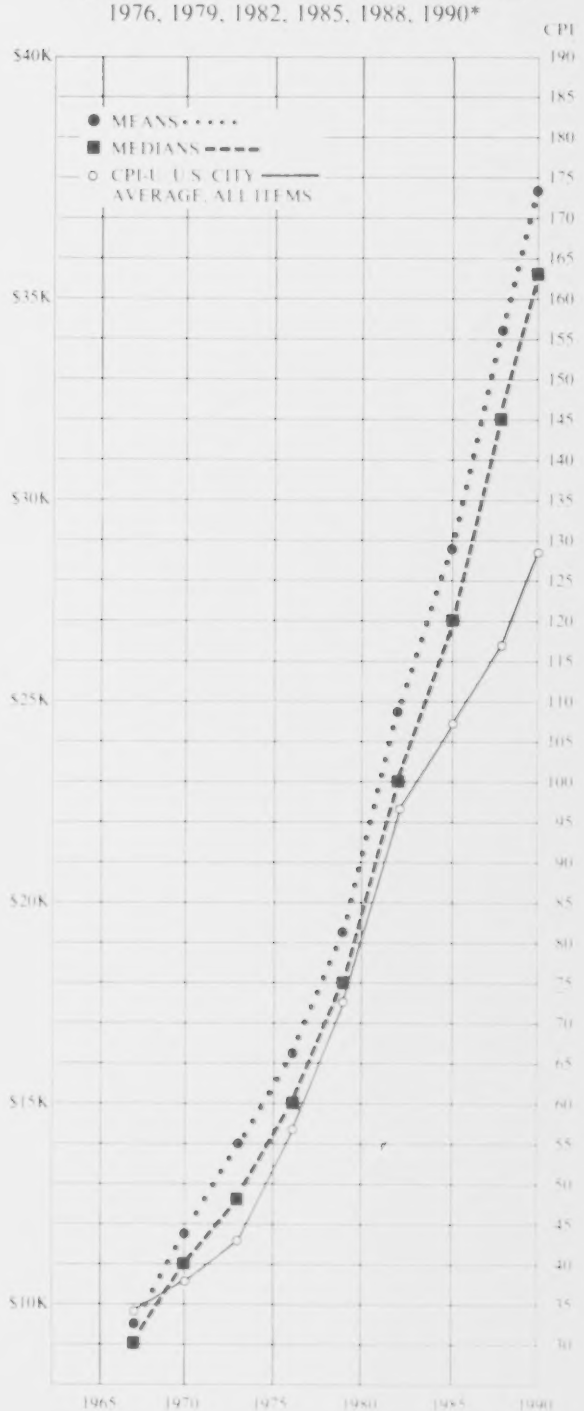
It should be noted that survey participants were asked to report all that they received.

In the United States bonuses ranged from 1% to as high as 70% of the gross income, based on 866 individuals reporting bonus figures. The average U.S. bonus represented 7.49% of the gross income figure. In Canada the range of bonuses was from 1% to as high as 69% of the gross income, based on 57 individuals reporting bonus figures. The average Canadian bonus represented 8.12% of the gross income figure.

For part-time employees, the distribution of bonuses, profit sharing, and ESOPs was reported as follows:

U.S. Part-Time Employees		Canada Part-Time Employees	
Description	Number Reporting	Description	Number Reporting
Profit Sharing	51	Profit Sharing	1
Incentive Bonus	20	Incentive Bonus	1
Annual Bonus	38	Annual Bonus	3
Bonus – Other	12		
ESOP	16		

Figure 1. Annual Salaries: 1967, 1970, 1973, 1976, 1979, 1982, 1985, 1988, 1990*



*U.S. data only.

†As of January 1, 1988 the reference base for the CPI was changed from 1967=100 to 1982-84=100. These data reflect the converted CPI figures.

Figure 2. Geographic Distributions of Respondents in Census Divisions.

Table 1a. Basic Annual Salaries: 1970, 1973, 1976, 1979, 1982, 1985, 1988 & 1990

Survey	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
1970	*	*	$11,000	*	*	3,594	$11,800
1973	*	*	12,800	*	*	3,893	14,000
1976	$ 9,300	$12,400	15,000	$18,800	$28,500	4,233	16,300
1979	11,100	14,800	18,000	22,400	33,500	4,997	19,300
1982[1]	13,506	18,966	23,000	28,000	42,142	3,019	24,340
1982[2]	16,887	23,000	27,000	32,000	44,070	236	28,113
1985[1]	15,959	22,000	27,280	33,600	50,425	4,913	28,943
1985[2]	19,234	26,500	31,740	38,000	51,448	391	32,696
1988[1]	19,528	26,800	32,000	39,500	57,943	3,357	34,110
1988[2]	21,631	31,300	35,900	42,209	58,693	417	37,079
1990[1]	22,008	29,891	35,700	43,000	64,272	4,498	37,761
1990[2]	26,812	35,334	41,360	48,000	67,108	438	42,691

[1] United States data
[2] Canadian data
* Not calculated

Table 1b. CPI and Mean Salaries

1970	$11,800	38.8
1973	14,000	44.4
1976	16,300	56.9
1979	19,300	72.6
1982*	24,340	96.5
1985*	28,943	107.6
1988*	34,110	117.0[3]
1990*	37,761	128.6[4]
Percentage of Change 1970-1990	220.0%	231.4%

[3] CPI average for first half 1988
[4] CPI average for first half 1990
* CPI average for U.S. cities
* United States data only

Table 1c. Basic Part-Time Hourly Rates

Survey	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
1990[1]	$9	$13	$15	$19	$38	300	$17
1990[2]	12	18	20	23	41	25	22

[1] United States data
[2] Canadian data

Table 2a. Salary Distribution by Sex in Canada

Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Female	$26,630	$35,083	$41,000	$47,282	$62,583	380	$41,915
Male	29,128	36,544	43,769	50,100	88,528	56	47,904

Table 2b. Salary Distribution by Sex in United States

Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Female	$21,818	$29,620	$35,000	$42,200	$61,770	3,786	$37,108
Male	23,122	30,887	38,000	47,532	75,252	699	41,272

Table 3a. Change in Earnings by Sex in Canada*

Sex	Survey	Median	Increase Over 1976 (%)
Female	1976	$14,700	
	1979	17,400	18
	1982	27,000	84
	1985	31,400	114
	1988	35,600	142
	1990	41,000	179
Male	1976	18,100	
	1979	19,000	5
	1982	30,000	65
	1985	34,400	90
	1988	38,455	112
	1990	43,769	142

Table 3b. Change in Earnings by Sex in United States*

Sex	Survey	Median	Increase Over 1976 (%)
Female	1976	$14,700	
	1979	17,400	18
	1982	22,500	53
	1985	26,980	84
	1988	31,580	115
	1990	35,000	138
Male	1976	18,100	
	1979	19,000	5
	1982	26,000	43
	1985	30,400	68
	1988	35,000	93
	1990	38,000	110

*1976 and 1979 data reflect combined figures for U.S. and Canada

Table 4. Salary Distribution by Census Division in Rank Order of 1990 Median Salaries

Census Division	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Canada*	$26,812	$35,334	$41,360	$48,000	$67,108	438	$42,691
Middle Atlantic	23,856	31,128	38,189	47,500	69,756	1,030	40,694
Pacific	23,549	31,308	38,000	46,000	62,222	777	39,519
New England	22,331	31,000	36,421	43,000	66,858	359	38,775
South Atlantic	22,654	29,600	35,335	43,000	66,760	762	37,833
East North Central	21,896	28,000	34,000	41,400	59,545	757	36,072
West South Central	20,209	28,000	32,760	39,000	56,047	267	34,382
East South Central	19,595	25,792	31,620	37,000	48,957	115	32,084
West North Central	19,560	26,500	31,398	38,000	58,660	250	33,628
Mountain	18,600	25,455	31,000	38,803	52,692	181	32,558

**Salaries reported in Canadian dollars. The exchange rate on April 1, 1990 was approximately Canadian $1.16 = United States $1.00.*

Table 5. Historical Data on Median Salaries by Census Division in Rank Order of 1990 Data

Census Division	1970	1973	1976	1979	1982	1985	1988	1990	Increase 1988-1990 ($)	Increase 1988-1990 (%)
Canada*	$ 9,300	$11,500	$15,800	$20,000	$27,000	$31,740	$35,900	$41,360	$5,460	15
Middle Atlantic	11,100	13,500	15,500	18,400	23,889	28,000	34,000	38,189	4,189	12
Pacific	11,200	12,500	15,200	18,000	24,000	29,192	34,000	38,000	4,000	12
New England	10,800	12,500	14,800	17,300	21,900	26,200	32,000	36,421	4,421	14
South Atlantic	12,500	14,500	16,800	19,400	24,000	28,000	31,500	35,335	3,835	12
East North Central	11,000	12,500	14,400	17,500	22,154	26,000	31,030	34,000	2,970	10
West South Central	10,300	11,500	13,600	16,800	22,000	24,600	30,000	32,760	2,760	9
East South Central	11,700	13,500	14,800	17,700	24,000	24,500	28,600	31,620	3,020	11
West North Central	10,300	11,500	13,600	16,800	22,000	24,600	27,814	31,398	3,584	13
Mountain	10,600	12,500	14,000	16,300	20,700	25,750	28,000	31,000	3,000	11

**Salaries in 1990 reported in Canadian dollars. The exchange rate on April 1, 1990 was approximately Canadian $1.16 = United States $1.00.*

Table 6b. *Continued*

Metropolitan Area	1970	1973	1976	1979	1982	1985	1988	1990	Increase 1988-1990 ($)	Increase 1988-1990 (%)
Peoria; Bloomington-Normal; Champaign-Urbana	*	*	$15,000	$20,300	$24,100	$23,544	$31,490	$35,215	3,725	12
Chicago-Gary-Hammond-East Chicago	$10,600	$12,500	14,700	17,500	22,100	26,000	32,000	35,000	3,000	9
Philadelphia, Pa.-N.J.; Trenton; Reading; Lancaster	10,800	12,500	15,700	18,000	22,880	26,500	32,000	35,000	3,000	9
Hartford; Springfield-Chicopee-Holyoke	12,000	14,500	14,700	16,000	22,000	24,000	30,000	34,938	4,938	17
Albuquerque	12,700	*	13,400	16,800	21,000	28,133	33,600	34,800	1,200	4
Indianapolis; Lafayette-West Lafayette; Anderson-Muncie	*	*	14,600	16,900	24,300	27,000	32,000	34,060	2,060	6
Durham; Raleigh	11,000	12,500	13,400	17,100	20,904	25,000	30,000	34,000	4,000	13
Detroit; Flint; Kalamazoo; Jackson; Ann Arbor	11,400	12,500	15,500	18,300	22,930	27,510	30,380	33,447	3,067	10
Atlanta	10,800	12,500	15,600	15,200	21,000	23,000	29,500	33,366	3,866	13
Dallas; Ft. Worth; Sherman-Dennison	10,000	11,500	13,500	16,000	21,500	28,300	31,200	33,000	1,800	6
Houston; Galveston-Texas City; Beaumont-Port Arthur	10,000	11,500	14,200	16,500	23,000	27,000	30,000	33,000	3,000	10
Minneapolis-St. Paul	10,700	12,500	14,400	17,500	23,130	27,540	31,000	33,000	2,000	6
Richmond, Va.	10,200	12,500	13,400	15,600	24,750	26,000	30,500	33,000	2,500	8
Cincinnati; Dayton	11,000	12,500	14,200	17,800	20,000	26,000	32,300	32,900	600	2
Buffalo; Rochester	11,000	12,500	14,300	18,000	25,120	25,753	29,000	32,800	3,800	13
Austin-San Antonio	*	*	*	15,900	20,775	24,000	29,400	32,750	3,350	11
Knoxville-Nashville	*	*	15,000	18,000	24,000	27,062	28,500	32,345	3,845	13
Cleveland; Akron; Canton; Youngstown-Warren	11,100	11,500	13,500	16,600	23,500	27,508	30,000	32,220	2,220	7
St. Louis, Mo.-Ill.	10,600	12,500	12,900	18,900	22,880	26,000	27,468	32,188	4,720	17
Seattle-Everett; Tacoma	9,400	10,500	14,000	16,000	22,800	27,300	30,000	32,000	2,000	7
Denver; Colorado Springs; Pueblo	9,700	11,500	14,000	17,000	21,120	27,000	27,200	31,883	4,683	17
Syracuse; Utica; Rome	11,300	*	16,700	17,300	20,150	24,172	28,825	31,500	2,675	9
Honolulu-Kailua	*	*	*	15,900	19,500	23,104	25,900	31,376	5,476	21
Oklahoma City; Tulsa	*	9,500	12,500	16,500	19,750	20,500	29,000	31,148	2,148	7
Milwaukee; Racine	11,700	10,500	13,500	16,700	20,000	24,500	27,800	31,000	3,200	12
Huntsville-Birmingham	*	*	13,000	16,000	24,669	23,300	28,000	30,862	2,862	10
Portland; Salem; Eugene	11,800	*	14,400	17,900	21,576	24,400	30,000	30,850	850	3
Pittsburgh; Johnstown; Altoona	9,900	12,500	14,600	17,400	22,000	24,700	28,440	30,500	2,060	7
New Orleans	*	*	*	13,500	20,460	23,400	22,907	30,000	7,093	31
Tucson; Phoenix	*	*	*	15,800	19,500	24,720	28,175	28,395	220	.7
Kansas City; St. Joseph	9,300	10,500	13,100	16,300	17,000	22,500	24,100	28,000	3,900	16

* *No data are available for these years.*

Table 6a. Historical Data on Median Salaries for Metropolitan Areas in Rank Order of 1990 Data for Canada

Metropolitan Area	1970	1973	1976	1979	1982	1985	1988	1990	Increase 1988-1990 ($)	Increase 1988-1990 (%)
Ottawa	$ 9,800	$14,500	$17,500	$22,500	$31,000	$36,000	$41,596	$45,900	$4,304	10
Calgary-Edmonton	*	*	*	*	*	*	38,000	41,943	3,943	10
Toronto	8,900	10,500	14,800	18,700	25,000	30,000	35,000	41,000	6,000	17
Victoria-Vancouver	*	*	18,500	22,000	31,000	33,000	36,000	40,000	4,000	11
Montreal	8,900	10,500	15,900	20,400	28,000	31,506	32,020	40,000	7,980	25

*No data are available for these years.

Table 6b. Historical Data on Median Salaries for Metropolitan Areas in Rank Order of 1990 Data for United States

Metropolitan Area	1970	1973	1976	1979	1982	1985	1988	1990	Increase 1988-1990 ($)	Increase 1988-1990 (%)
Newark, N.J. (Essex, Morris, Union Cty; Jersey City; Paterson-Clifton-Passaic; Middlesex; Somerset	$11,100	$14,500	$16,000	$20,000	$25,000	$30,500	$37,000	$40,300	$3,300	9
New York City; Nassau-Suffolk; Westchester-Rockland	11,200	13,500	15,700	18,100	24,000	29,150	35,500	40,027	4,527	13
Los Angeles-Long Beach; Santa Barbara; Oxnard-Ventura	11,400	12,500	15,300	18,000	24,000	29,925	34,300	40,000	5,700	17
San Francisco-Oakland; San Jose; Stockton; Vallejo-Napa; Sacramento	11,300	12,500	15,700	18,200	24,600	30,324	36,000	40,000	4,000	11
New Haven; Bridgeport; Norwalk; Stamford	10,700	*	15,000	18,200	22,000	28,100	34,026	38,250	4,224	12
Albany-Schenectady-Troy	11,400	12,500	14,400	17,700	22,800	26,500	31,878	37,750	5,872	18
Washington, D.C.-Md.-Va.	14,000	17,500	19,000	21,200	26,000	31,000	34,000	37,300	3,300	10
San Diego	12,000	12,500	15,000	18,100	23,504	27,000	31,200	36,981	5,781	19
Boston; Lowell; Brockton	10,500	12,500	14,400	16,900	21,900	25,814	33,000	36,920	3,920	12
Baltimore, Md.-Wilmington,Del.-N.J.-Md.	11,100	13,500	17,900	17,500	21,000	28,000	31,000	36,474	5,474	18

Table 7. Salary Distribution by Census Division

Metropolitan Area/ Census Division	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
7a. New England							
Boston-Lowell-Brockton	$24,695	$31,000	$36,920	$45,000	$65,193	165	$39,575
Hartford-Springfield-Chicopee	18,732	30,200	34,938	40,500	57,209	50	36,693
New Haven-Bridgeport-Norwalk	28,875	33,269	38,250	44,000	57,425	44	40,152
New England No Metro Area	19,899	29,680	35,000	40,000	77,033	100	38,191
New England Total	22,331	31,000	36,421	43,000	66,858	359	38,775
7b. Middle Atlantic							
N.Y.C.-L.I.-Westchester-Rockland	$26,766	$33,800	$40,027	$50,000	$73,275	497	$43,606
Newark-Jersey City	26,256	34,680	40,300	52,000	71,610	133	43,855
Philadelphia-Trenton	21,865	28,589	35,000	40,612	60,923	194	36,332
Albany-Schenec'dy-Troy	22,000	27,500	37,750	46,000	57,242	24	38,099
Syracuse-Utica-Rome	24,240	26,500	31,500	40,100	90,000	21	40,229
Buffalo-Rochester	22,100	26,500	32,800	39,500	51,823	38	33,599
Pittsburgh-Johnstown-Altoona	20,030	26,000	30,500	38,460	57,227	69	33,598
Middle Atlantic No Metro Area	24,522	30,000	36,213	42,000	56,470	54	37,177
Middle Atlantic Total	23,856	31,128	38,189	47,500	69,756	1,030	40,694
7c. South Atlantic							
Baltimore-Wilmington	$20,621	$30,000	$36,474	$43,200	$60,656	78	$37,855
Washington D.C.-MD-VA	24,166	30,887	37,300	45,000	69,533	376	40,007
Richmond, VA	24,828	27,000	33,000	39,000	63,000	15	36,791
Durham-Raleigh	22,732	29,000	34,000	39,000	59,557	71	35,945
Atlanta	21,913	27,200	33,366	41,000	62,395	74	35,366
South Atlantic No Metro Area	21,785	26,000	31,255	38,000	64,449	148	34,544
South Atlantic Total	22,654	29,600	35,335	43,000	66,760	762	37,833
7d. East South Central							
Knoxville-Nashville	$19,875	$27,936	$32,345	$37,380	$48,161	41	$32,626
Huntsville-Birmingham	21,500	27,836	30,862	34,125	45,174	19	31,637
East South Central No Metro Area	19,042	24,996	31,000	36,952	50,625	55	31,835
East South Central Total	19,595	25,792	31,620	37,000	48,957	115	32,084
7e. East North Central							
Chicago-Gary-Hammond	$22,918	$30,000	$35,000	$43,000	$64,187	259	$37,944
Cincinnati-Dayton	22,169	26,900	32,900	41,795	57,996	97	35,473
Cleveland-Akron-Canton	19,990	26,907	32,220	40,000	56,393	81	34,335
Detroit-Flint-Kalamazoo	23,264	29,000	33,447	39,780	55,601	152	35,538
Milwaukee-Racine	20,700	26,000	31,000	33,023	51,813	43	31,725
Indianapolis-Muncie	20,092	23,950	34,060	40,000	66,720	35	36,019
Peoria-Bloomington	23,350	28,000	35,215	41,795	52,238	18	35,249
East North Central No Metro Area	23,590	27,000	35,846	43,000	52,891	72	36,058
East North Central Total	21,896	28,000	34,000	41,400	59,545	757	36,072

Table 7. *Continued*

Metropolitan Area/ Census Division	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
7f. West North Central							
Kansas City-St. Joseph	$18,500	$25,500	$28,000	$35,000	$49,974	45	$30,901
Minneapolis-St. Paul	21,935	28,837	33,000	41,000	54,942	95	35,244
St. Louis	19,254	27,494	32,188	38,796	74,471	62	35,842
West North Central No Metro Area	18,506	24,384	28,550	35,000	47,515	48	30,125
West North Central Total	19,560	26,500	31,398	38,000	58,660	250	33,628
7g. West South Central							
Oklahoma City-Tulsa	$19,900	$23,500	$31,148	$35,371	$54,745	23	$31,878
New Orleans	18,700	25,812	30,000	35,280	48,342	15	31,788
Houston-Galveston	21,770	28,900	33,000	40,000	57,452	87	35,337
Dallas-Fort Worth	20,848	28,000	33,600	40,200	48,621	77	34,243
Austin-San Antonio	22,705	28,000	32,750	39,000	70,215	36	36,861
West South Central No Metro Area	17,851	26,500	32,400	35,178	46,667	29	32,137
West South Central Total	20,209	28,000	32,760	39,000	56,047	267	34,382
7h. Mountain							
Albuquerque	$24,675	$28,400	$34,800	$40,000	$55,826	38	$36,247
Denver-Colorado Sprgs	21,520	26,500	31,883	39,550	56,127	72	34,214
Tucson-Phoenix	15,522	23,000	28,395	34,500	45,219	49	29,365
Mountain No Metro Area	14,475	22,000	24,530	34,100	45,185	22	27,881
Mountain Total	18,600	25,455	31,000	38,803	52,692	181	32,558
7i. Pacific							
Seattle-Tacoma	$21,498	$27,500	$32,000	$38,160	$53,780	97	$34,048
Portland-Salem-Eugene	20,950	26,400	30,850	36,000	51,239	40	32,398
S.F.-Oak-San Jose	25,625	34,000	40,000	47,600	63,620	355	41,617
L.A.-Santa Barbara	26,320	32,772	40,000	48,000	63,563	197	41,340
San Diego	21,072	32,000	36,981	41,400	56,337	38	37,419
Honolulu-Kailua	21,500	27,040	31,376	36,000	40,392	20	31,476
Pacific No Metro Area	19,160	30,000	34,000	48,000	66,667	30	37,950
Pacific Total	23,549	31,308	38,000	46,000	62,222	777	39,519
7j. Canada*							
Montreal	$26,116	$33,000	$40,000	$46,300	$66,913	82	$41,426
Ottawa	24,922	34,566	45,900	52,000	75,300	33	45,760
Toronto	27,615	35,569	41,000	48,000	65,455	219	42,565
Victoria-Vancouver	26,750	35,258	40,000	47,000	89,243	23	43,822
Calgary-Edmonton	29,583	36,000	41,943	45,400	59,970	57	42,274
Canada No Metro Area	25,350	36,200	42,358	49,644	75,658	24	43,844
Canada Total	26,812	35,334	41,360	48,000	67,108	438	42,691

**Reported in Canadian dollars. The exchange rate on April 1, 1990 was approximately Canadian $1.16 = United States $1.00.*

Table 8a. Salary Distribution by Type of Institution Ranked in Order of Median Salary in Canada

Type of Institution*	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Not Otherwise Specif	$39,000	$42,000	$50,000	$58,000	$75,000	9	$54,051
Academic-Genl Campus	27,500	41,320	50,000	55,000	74,000	21	49,722
Trans Pub Util Comm	29,500	39,000	46,228	48,300	56,900	23	45,256
Federal Government	33,096	39,845	45,900	51,766	57,105	29	45,397
Newspaper Publicat	33,750	38,804	45,000	50,700	79,120	17	48,408
Pharmaceuticals	25,000	35,100	44,600	50,040	56,000	14	43,073
Academic-Subj Dept	26,406	38,852	44,330	56,000	69,804	26	46,423
Petroleum Refining	28,300	39,060	44,000	55,000	77,250	19	47,476
Chemicals Allied Pd	32,000	36,000	42,400	46,200	58,000	6	42,833
Bank Finance Real Est	28,967	34,250	42,000	45,000	59,867	25	42,117
Other Government	30,900	35,800	42,000	46,000	65,546	46	42,768
Legal Services	30,850	38,000	41,700	50,000	56,250	18	43,428
Hosp Medical Service	28,000	35,800	39,500	43,000	48,564	6	39,061
Non-Profit Org Inst	25,999	33,072	39,131	44,260	51,180	47	38,665
Info Brokers	34,000	36,000	39,000	50,000	103,485	6	50,248
Metals Metal Prod	28,655	32,000	37,000	39,000	58,000	7	38,908
Consulting Services	25,200	31,500	36,785	41,500	58,500	18	38,032
Other Manufacturing	27,000	27,000	36,000	38,500	73,000	7	38,229
Other Non-Manufact	27,000	29,000	35,900	47,000	70,200	6	40,833
Insurance	23,000	32,125	35,400	38,459	45,700	14	34,649
Accounting	26,500	30,000	33,000	36,000	45,000	21	33,896
Engineer Archit Serv	18,500	26,500	30,400	35,000	44,000	12	31,520

*See item 8 of questionnaire for the complete spelling of the abbreviations used in the table.

Table 8b. Salary Distribution by Type of Institution
Ranked in Order of Median Salary in United States

Type of Institution*	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Motor Veh Equipment	$29,800	$38,160	$43,000	$48,000	$50,907	19	$41,670
Other Machines	37,000	39,000	42,662	52,000	61,032	6	45,726
Pharmaceuticals	27,315	35,178	42,000	50,000	67,318	143	43,856
Petroleum Refining	25,050	34,000	41,940	52,000	72,078	87	44,166
Processed Foods	24,142	33,800	40,500	50,000	67,447	42	42,732
Info Brokers	18,667	28,000	40,000	48,300	66,667	27	41,282
Legal Services	24,093	31,000	39,000	47,500	67,176	263	40,412
Chemicals Allied Pd	24,268	32,000	38,509	45,300	63,500	146	39,735
Bank Finance Realest	24,426	32,000	38,089	46,300	72,429	144	41,819
Office Comp Acct Mac	25,071	31,200	38,000	47,300	60,857	70	39,961
Federal Government	25,129	31,882	38,000	44,183	63,409	326	39,579
Trans Pub Util Comm	24,877	33,000	37,950	43,000	59,708	124	39,014
Mining Agric For Fis	24,417	32,000	37,900	42,000	61,333	33	38,396
Aircraft Aerospace	25,360	31,000	37,450	42,000	56,311	82	37,745
Other Non-Manufact	22,806	30,000	36,000	45,000	62,265	117	37,843
Consulting Services	23,978	31,000	36,000	43,200	65,438	187	38,897
Insurance	22,827	30,300	35,800	40,831	55,735	73	36,686
Textiles Wood Paper	24,967	30,000	35,500	43,000	51,933	29	36,787
Advertising Market	24,357	29,520	35,000	45,000	60,429	73	37,919
Other Manufacturing	21,396	27,700	34,749	41,050	63,669	108	37,108
Other Government	21,913	28,400	34,500	42,000	62,405	205	36,642
Not Otherwise Specif	22,642	28,825	34,280	48,000	67,260	98	38,826
Public Library Subjt	19,969	27,000	34,050	39,000	50,594	62	34,193
Public Library Genl	21,728	27,127	34,000	41,172	76,083	65	38,606
Non-Profit Org Inst	20,799	28,000	33,950	41,050	63,449	564	36,197
Academic Subj Dept	21,073	28,000	33,700	41,000	66,787	402	36,617
Newspaper Publicat	18,198	27,000	33,663	41,000	59,905	196	35,145
Electrical Equip Sup	24,951	30,000	33,000	38,105	48,984	47	34,680
Rubber Plastics Cerm	24,822	28,800	33,000	39,000	50,183	22	34,653
Academic-Genl Campus	20,656	27,000	32,650	40,000	64,124	332	35,539
Accounting	22,300	28,000	32,600	38,000	55,133	86	34,347
Nuclear Energy	21,000	23,600	32,100	37,750	57,000	13	33,733
Engineer Archit Serv	20,504	26,000	31,900	36,300	48,528	131	32,197
Hosp Medical Service	20,426	28,000	31,700	39,100	43,999	45	32,545
Commercial Labs	20,136	24,877	31,250	52,000	80,820	16	40,376
Metals Metal Prod	21,650	25,700	31,000	36,100	56,100	19	33,803

*See item 8 of questionnaire for the complete spelling of the abbreviations used in the table.

Table 8c. Salary Distribution by Type of Institution by Census Division in Order of Median Salary in United States

Type of Institution*	Census Division†	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Federal Government	South Atlantic	$26,050	$34,000	$41,000	$48,729	$68,593	165	$42,839
	Pacific	24,576	30,887	38,000	42,000	59,839	35	39,086
	Middle Atlantic	28,015	34,700	37,000	39,200	57,561	19	38,481
	East South Central	24,468	30,887	36,863	38,960	46,662	23	35,919
	Mountain	25,177	30,160	35,600	39,052	48,694	23	35,609
	East North Central	24,500	29,891	33,038	37,861	43,618	22	33,911
	New England	27,393	29,891	32,879	39,000	49,500	15	35,965
	West South Central	25,750	29,000	32,700	35,000	54,027	15	35,398
	West North Central	22,700	23,560	29,000	33,875	42,000	9	30,392
Other Government	Pacific	25,237	32,000	41,280	47,500	69,686	44	41,972
	Middle Atlantic	25,333	34,000	39,868	44,844	61,751	31	40,550
	New England	28,000	32,000	35,000	42,000	67,333	13	37,743
	East North Central	19,900	28,000	34,030	39,950	49,689	38	34,150
	South Atlantic	21,420	26,000	32,764	39,700	78,440	33	36,818
	West North Central	22,000	25,600	29,695	36,373	50,250	16	32,058
	West South Central	17,160	25,812	29,169	31,000	43,683	12	29,629
	Mountain	21,155	24,300	27,300	32,473	44,853	15	29,823
Public Library-Subjt	Pacific	27,000	33,500	38,000	47,112	52,770	11	40,461
	Middle Atlantic	18,950	27,000	33,000	38,000	46,500	23	32,426
	East North Central	24,600	25,863	31,200	36,408	48,490	13	32,769
Public Libr-Genl	East North Central	26,000	36,035	38,654	57,000	72,000	10	43,709
	Pacific	24,068	27,268	37,032	44,352	79,289	15	43,489
	Middle Atlantic	25,250	27,875	35,337	41,172	67,500	17	38,592
	West North Central	21,500	25,000	32,895	54,561	77,000	10	40,598
Academic-Subj Dept	Pacific	22,067	31,000	38,628	49,000	60,033	81	40,323
	New England	21,446	31,000	37,175	43,000	72,138	22	39,377
	Middle Atlantic	23,564	29,500	34,180	40,629	67,232	82	37,299
	East North Central	23,643	27,500	33,000	41,000	56,610	78	35,423
	South Atlantic	20,379	27,648	32,657	37,000	68,717	56	35,602
	West South Central	22,950	26,683	31,320	33,200	77,750	19	35,344
	West North Central	20,167	26,000	30,514	39,852	86,167	31	36,925
	East South Central	19,750	24,298	29,350	32,500	53,900	18	31,066
	Mountain	15,125	22,400	25,313	28,675	40,050	15	26,466

** See item 8 of questionnaire for the complete spelling of the abbreviations used in the table.*

Table 8c. *Continued*

Type of Institution*	Census Division†	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Academic-Genl Campus	Pacific	$20,545	$31,000	$40,000	$46,000	$62,598	51	$39,717
	New England	19,783	31,000	37,100	41,000	78,983	31	39,089
	Middle Atlantic	22,560	27,040	34,000	40,300	66,256	61	36,368
	East North Central	22,427	27,950	33,611	42,000	69,435	50	37,163
	South Atlantic	21,528	26,000	31,000	36,274	58,111	59	33,131
	West North Central	21,050	27,000	31,000	34,900	55,116	33	32,841
	East South Central	19,625	25,000	29,000	35,000	62,000	11	33,438
	West South Central	17,119	24,068	27,874	40,000	47,200	13	30,866
	Mountain	16,000	24,900	27,300	33,391	46,490	23	29,451
Non-Profit Org Inst	Middle Atlantic	23,299	30,547	37,950	45,000	67,877	130	39,230
	Pacific	24,379	30,700	36,910	42,000	61,163	68	38,034
	South Atlantic	20,961	29,000	34,751	42,891	63,847	130	36,695
	New England	22,903	29,500	34,750	41,800	93,000	30	40,715
	Mountain	15,869	24,200	31,750	40,000	58,633	28	34,644
	East North Central	21,011	26,300	31,500	36,699	57,666	116	33,743
	West South Central	16,245	25,000	30,000	32,500	41,600	20	29,025
	East South Central	19,025	22,900	29,900	33,052	40,000	14	29,111
	West North Central	21,333	26,460	28,900	34,974	44,567	28	30,894
Mining Agric For Fis	Pacific	22,152	30,800	37,000	42,000	67,600	13	39,066
Trans Pub Util Comm	Pacific	23,000	40,000	44,000	46,320	56,180	19	42,957
	East North Central	28,313	32,460	39,299	42,245	53,000	19	39,017
	Middle Atlantic	28,767	36,400	38,600	44,803	73,333	33	42,462
	New England	22,100	33,400	37,500	40,300	41,372	6	35,362
	West North Central	29,700	32,240	36,057	40,000	45,500	8	37,204
	West South Central	24,000	29,300	34,800	36,400	53,000	11	34,520
	South Atlantic	27,550	31,400	34,160	37,208	48,000	18	34,992
	East South Central	22,000	23,000	33,363	37,560	41,208	6	31,749
Bank Finance Real Est	Middle Atlantic	28,833	35,000	42,000	55,000	77,625	77	45,940
	Pacific	21,000	31,308	39,000	50,000	64,000	14	41,272
	New England	25,000	34,000	37,000	51,000	74,000	10	41,880
	East North Central	25,875	30,000	36,450	40,000	54,000	24	36,489
	West South Central	23,320	27,000	34,000	36,798	40,200	6	32,553
	South Atlantic	21,000	23,233	27,000	39,000	57,000	8	33,174

Table 8c. *Continued*

Type of Institution*	Census Division†	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Other Non-Manufact	New England	$19,016	$30,200	$44,600	$45,200	$54,000	9	$39,838
	Middle Atlantic	23,065	29,000	42,760	52,000	83,400	17	45,935
	South Atlantic	24,910	30,000	38,948	45,500	74,000	17	40,909
	West South Central	28,880	30,500	35,900	38,400	42,000	10	35,098
	Pacific	24,067	28,320	35,352	40,000	50,117	27	35,215
	East North Central	27,450	29,800	34,400	46,000	49,000	20	37,438
	West North Central	20,000	26,700	31,750	39,500	46,000	8	33,570
	East South Central	21,000	23,330	28,500	37,836	43,860	6	30,504
Textiles Wood Paper	Middle Atlantic	31,000	35,500	40,000	42,000	43,500	7	39,100
	Pacific	23,900	29,725	34,200	36,400	49,000	8	34,916
	South Atlantic	24,000	27,000	29,000	35,000	60,000	7	35,717
Newspaper Publicat	Middle Atlantic	20,948	30,336	36,504	43,397	66,125	39	38,716
	Pacific	23,729	30,600	35,084	44,980	53,880	30	37,013
	East North Central	21,867	26,000	34,611	39,500	61,333	25	35,448
	South Atlantic	22,591	27,000	33,663	39,300	63,444	40	36,308
	Mountain	16,950	21,788	32,000	34,000	47,320	11	30,298
	West North Central	13,000	26,000	31,563	47,056	55,000	10	34,597
	New England	13,500	16,800	31,000	39,312	55,000	13	32,398
	East South Central	17,000	23,175	29,470	33,176	38,800	12	29,197
	West South Central	15,310	22,672	28,860	35,000	47,554	16	29,927
Chemicals Allied Pd	Pacific	29,640	34,000	44,300	49,200	57,000	12	42,653
	Middle Atlantic	24,144	32,000	39,750	44,000	69,500	44	40,523
	East North Central	26,852	33,000	39,000	46,800	62,650	39	41,060
	New England	26,000	29,500	38,940	41,500	66,500	9	39,616
	South Atlantic	22,000	33,000	37,900	41,880	64,850	18	39,053
	West South Central	21,456	29,600	35,500	38,400	49,000	10	34,575
	West North Central	18,575	31,687	34,715	46,100	49,020	10	37,044
Processed Foods	Middle Atlantic	21,500	34,680	45,500	53,500	68,500	14	43,927
	West North Central	26,000	31,500	41,000	50,000	70,000	7	44,194
	East North Central	25,069	32,000	39,000	43,732	60,000	11	39,926
Pharmaceuticals	Middle Atlantic	31,083	36,000	46,045	55,000	70,355	56	46,990
	East North Central	33,830	38,000	44,190	49,600	68,658	22	45,667
	Pacific	26,066	35,388	42,000	47,000	63,850	23	43,084
	New England	20,500	24,100	40,750	49,900	71,000	12	41,158
	South Atlantic	30,144	34,000	37,656	45,000	58,500	17	40,856

Accounting	Middle Atlantic	28,067	31,300	36,000	43,250	59,000	31	38,971
	Pacific	23,950	29,880	34,500	36,500	44,750	15	33,939
	East North Central	21,650	23,600	29,800	34,000	53,050	15	32,087
	West North Central	16,800	23,500	29,150	35,300	37,750	6	28,608
	New England	22,800	25,000	27,500	30,000	56,000	6	31,467
	South Atlantic	25,000	25,000	26,600	28,000	30,000	8	26,900
Hosp Medical Service	East North Central	22,000	30,000	34,694	40,000	45,000	15	34,606
	Pacific	23,400	26,500	32,000	40,000	43,000	7	33,754
	Middle Atlantic	27,500	28,800	30,500	34,000	39,100	10	31,945
	South Atlantic	21,500	23,400	29,500	30,000	39,900	7	28,900
Engineer Archit Serv	New England	24,140	28,000	36,805	40,000	49,250	16	36,084
	Pacific	21,875	26,400	32,800	38,350	44,840	37	33,154
	Middle Atlantic	21,416	28,000	32,000	37,350	52,000	28	34,052
	South Atlantic	24,000	25,000	32,000	32,700	40,000	13	30,590
	West South Central	20,000	25,000	28,900	31,148	45,000	11	29,712
	East North Central	20,000	22,900	26,000	33,000	40,000	17	28,353
Insurance	Middle Atlantic	22,750	31,000	37,000	40,831	59,000	20	37,405
	East North Central	24,979	31,500	36,500	43,300	61,224	16	39,179
	New England	22,800	30,200	35,650	43,000	48,867	26	36,167
Advertising Market	Middle Atlantic	24,333	30,000	39,250	50,000	62,333	26	40,954
	New England	30,000	37,500	38,000	38,500	40,000	6	37,000
	West North Central	23,500	27,500	31,510	36,000	48,000	6	33,003
	East North Central	24,833	28,000	30,500	45,000	56,867	25	36,340
Commercial Labs	East North Central	20,072	20,200	26,439	40,000	56,640	6	31,632
Legal Services	Middle Atlantic	26,469	38,000	43,750	55,000	76,288	82	46,309
	Pacific	26,703	32,500	40,650	45,000	53,332	49	40,231
	West South Central	26,000	28,000	39,600	47,500	50,700	13	38,123
	South Atlantic	23,800	27,500	35,400	43,000	65,100	48	37,879
	New England	27,500	31,500	35,375	43,500	55,500	12	38,854
	East North Central	21,540	26,000	32,339	39,200	64,200	45	35,624
	West North Central	24,420	25,100	30,500	32,000	40,678	9	31,166
Info Brokers	Pacific	35,000	38,000	45,000	48,300	60,000	7	46,614
	Middle Atlantic	15,500	23,400	31,813	40,000	40,070	6	30,433
Consulting Services	West South Central	29,500	35,880	40,000	42,000	56,600	11	40,253
	Pacific	27,520	34,500	38,000	52,000	66,667	27	42,734
	New England	29,375	33,269	37,075	43,000	57,804	36	39,427
	Middle Atlantic	25,608	30,576	37,000	48,500	71,000	45	41,660
	South Atlantic	25,000	30,000	36,000	40,000	77,500	23	38,271
	East North Central	19,250	27,000	31,710	37,500	49,500	36	33,362
	West North Central	22,000	26,500	31,100	31,875	37,000	6	29,929

*See item 8 of questionnaire for the complete spelling of the abbreviations used in the table.

Petroleum Refining	Middle Atlantic	25,500	36,500	46,356	52,000	85,000	12	47,714
	Pacific	24,674	40,000	46,150	55,000	85,000	24	48,909
	East North Central	30,000	31,000	40,160	60,200	66,900	8	45,490
	West South Central	23,100	32,400	35,910	49,000	65,625	36	40,801
Rubber Plastics Cerm	South Atlantic	24,000	28,000	34,500	43,300	46,365	6	35,111
	East North Central	28,000	28,800	33,800	40,000	44,280	6	34,780
Metals Metal Prod	Middle Atlantic	23,500	30,000	36,100	38,500	61,200	7	38,943
	East North Central	19,800	29,600	33,000	36,204	51,000	6	33,767
Office Comp Acct Mac	New England	28,800	29,974	41,506	47,000	59,000	12	41,748
	Middle Atlantic	21,000	33,500	41,000	49,000	57,000	12	41,533
	Pacific	26,350	31,200	39,000	47,300	63,000	35	40,823
Electrical Equip Sup	West South Central	25,000	29,589	34,400	40,950	43,200	6	34,590
	Pacific	27,000	32,000	34,263	40,000	60,720	14	36,605
	New England	27,000	29,000	33,930	38,000	43,000	7	34,699
	Middle Atlantic	30,000	30,276	33,000	39,900	50,000	7	37,454
Motor Veh Equipment	East North Central	30,200	41,000	45,240	48,000	51,814	11	44,696
	Pacific	29,400	31,200	38,910	43,000	48,144	6	38,261
Aircraft Aerospace	Pacific	26,525	31,000	37,954	46,000	58,937	36	38,794
	New England	28,008	32,000	37,000	41,000	58,200	13	39,400
	South Atlantic	25,000	28,000	35,484	35,714	42,000	7	33,207
	Mountain	25,000	30,000	34,847	39,614	40,000	8	34,413
Other Manufacturing	Middle Atlantic	24,480	29,500	39,000	53,050	81,250	21	43,143
	South Atlantic	24,900	26,200	37,250	50,500	64,950	16	40,656
	New England	33,110	34,104	37,000	47,300	72,000	11	42,860
	West South Central	26,400	29,760	36,960	41,050	55,860	9	37,581
	Pacific	21,600	30,000	32,949	47,000	53,188	18	35,567
	West North Central	15,000	20,025	29,940	34,440	47,500	9	30,214
	East North Central	20,668	25,000	29,500	33,000	40,000	20	29,692
Not Otherwise Specif	Middle Atlantic	25,045	30,000	43,500	50,000	71,000	24	43,730
	Pacific	24,841	27,960	37,200	48,700	58,730	19	39,598
	Mountain	24,000	26,500	36,000	42,300	53,000	6	36,300
	East North Central	25,000	27,000	35,300	40,000	66,000	13	37,959
	New England	21,000	22,718	34,815	38,500	72,000	13	35,196
	West South Central	22,000	27,960	33,000	36,240	55,000	7	35,671
	South Atlantic	26,186	29,500	31,500	42,000	77,400	9	40,006
No Response	New England	27,512	32,600	44,950	57,643	95,000	8	52,232
	Middle Atlantic	23,633	26,000	38,000	45,000	55,800	25	37,529
	Pacific	25,000	34,200	37,000	47,520	65,525	15	40,969
	South Atlantic	22,500	30,250	36,000	39,600	45,000	22	34,759
	East North Central	15,000	25,200	34,643	42,000	75,000	14	38,194
	West South Central	24,000	24,400	31,190	34,400	40,000	7	31,427

*See item 8 of questionnaire for the complete spelling of the abbreviations used in the table.
†Census divisions with a response rate of 5 or less have been dropped from the table.

Table 9a. Salary Distribution by Primary Responsibility in Rank Order of Median Salary for Canada

Primary Responsibility	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Library School Faculty	$35,000	$40,000	$51,000	$58,000	$75,000	7	$53,143
Administrative Resp	35,400	41,320	47,000	52,400	75,463	143	49,002
Not Employed in Libr	32,500	42,000	46,119	60,000	100,000	10	53,874
Reader Service Reference	28,000	36,540	41,123	50,000	57,150	18	42,168
Information Broker	28,000	34,000	39,000	62,500	103,485	6	50,998
Info Specialist	27,042	35,000	38,752	42,000	49,608	46	38,434
Genl Responsibility	25,140	31,500	36,600	42,000	50,986	161	36,920
Lit Online Searcher	27,500	32,000	35,500	42,000	52,477	11	38,612
Acquisitions Catalog	26,500	28,000	33,800	39,000	52,300	11	35,670

Table 9b. Salary Distribution by Primary Responsibility in Rank Order of Median Salary for United States

Primary Responsibility	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Administrative Resp	$27,461	$36,500	$43,500	$53,000	$75,744	1,355	$46,069
Library School Faculty	31,500	34,000	42,000	50,000	93,200	21	46,676
Not Employed in Libr	25,048	33,500	41,525	50,000	74,493	116	43,777
Consultant	22,340	30,000	40,500	48,220	82,000	26	42,938
Information Broker	21,500	31,000	40,000	48,300	70,000	17	41,778
Systems Specialist	25,500	30,887	37,000	47,250	63,193	65	39,675
Other	18,920	29,500	36,000	46,800	58,032	81	37,429
Editor or Writer	17,000	30,000	35,050	40,000	55,356	14	35,351
Info Specialist	23,059	29,680	34,500	39,960	50,323	434	34,975
Abstractor Indexer	21,000	25,400	33,780	38,000	48,684	22	33,265
Lit Online Searcher	22,983	29,100	33,660	39,407	49,065	225	34,368
Acquisitions Catalog	21,024	27,040	32,000	37,100	45,548	180	32,411
Genl Responsibility	20,295	27,000	32,000	37,908	49,657	1,466	32,935
Documents or Reports	21,900	27,000	31,600	37,100	43,550	27	32,185
Bibliographer	23,375	26,600	31,350	36,000	56,077	36	34,039
Reader Service Reference	20,551	26,000	31,000	37,019	48,919	331	32,135

Table 9c. Salary Distribution by Primary Responsibility by Census Division in Rank Order of Median Salary in United States

Primary Responsibility	Census Division	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Genl Responsibility	Middle Atlantic	$22,676	$29,081	$34,500	$41,000	$55,703	279	$36,052
	Pacific	22,335	29,400	34,350	40,000	50,661	252	34,682
	New England	20,380	29,500	33,930	38,000	47,894	123	33,621
	South Atlantic	21,106	26,500	32,000	37,000	48,000	235	32,492
	East North Central	20,433	26,000	30,500	36,286	46,412	284	31,732
	West South Central	18,393	26,400	30,000	34,400	48,194	112	30,926
	East South Central	19,631	24,314	29,946	32,000	38,304	36	28,739
	Mountain	15,926	24,300	29,000	33,500	42,250	64	29,075
	West North Central	16,526	24,000	28,825	32,240	42,602	81	28,924
Administrative Resp	Middle Atlantic	30,006	39,600	48,000	59,000	80,974	329	50,407
	Pacific	29,320	38,000	46,500	53,774	71,386	223	47,203
	South Atlantic	27,632	35,714	43,500	53,000	77,481	239	46,192
	New England	26,577	38,000	43,275	52,000	74,893	114	45,654
	East North Central	26,590	35,534	41,646	52,000	70,083	220	44,203
	West South Central	27,441	35,000	40,200	45,968	68,033	71	42,005
	Mountain	23,137	30,160	38,900	44,700	58,980	53	38,252
	East South Central	28,000	32,345	37,876	41,208	63,750	20	40,044
	West North Central	24,851	31,800	37,875	46,100	74,135	86	41,096
Abstractor Indexer	Pacific	22,200	30,000	37,200	39,300	46,400	6	35,383
Acquisitions Catalog	Middle Atlantic	21,526	28,000	34,000	38,445	44,870	49	33,305
	Pacific	21,231	28,034	33,500	39,468	47,146	41	33,772
	East North Central	20,666	26,000	32,650	38,000	47,400	14	31,971
	West South Central	26,000	26,999	31,759	35,600	43,000	12	32,357
	South Atlantic	22,463	26,100	31,311	35,825	46,646	33	32,739
	New England	19,016	19,760	29,891	33,600	39,600	9	29,112
	West North Central	22,080	27,180	28,000	28,000	39,000	7	29,251
	East South Central	21,000	22,000	27,200	35,867	44,183	9	30,143
	Mountain	20,500	23,000	26,450	30,900	35,755	6	27,176
Bibliographer	Middle Atlantic	22,400	27,895	32,150	38,200	56,054	6	34,808
	East North Central	24,000	25,780	31,200	35,290	46,200	13	32,758
Consultant	South Atlantic	27,000	30,000	36,500	48,000	106,000	6	47,333
Documents or Reports	Middle Atlantic	21,700	24,000	30,750	33,302	40,300	6	30,134
Lit Online Searcher	Middle Atlantic	24,529	31,300	35,700	40,100	55,067	68	37,180
	West South Central	23,320	29,300	33,150	38,000	40,000	14	32,909
	West North Central	18,000	26,000	33,000	36,000	44,000	13	31,806
	Pacific	23,447	28,392	32,400	39,100	48,056	40	34,312

Table 9c. *Continued*

Primary Responsibility	Census Division	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
	South Atlantic	$25,333	$28,356	$32,000	$39,000	$46,689	33	$33,909
	East North Central	21,581	27,800	32,000	38,000	44,182	39	32,693
	New England	27,000	28,000	30,987	34,000	36,000	8	31,272
Info Specialist	Pacific	25,041	32,069	37,200	41,856	53,243	73	37,594
	South Atlantic	22,748	28,980	35,870	40,000	51,037	73	35,223
	New England	22,033	30,000	35,800	38,000	42,533	29	34,419
	Middle Atlantic	24,103	31,000	35,800	40,402	52,692	126	36,191
	East South Central	29,900	32,000	33,176	34,000	38,960	7	33,597
	East North Central	24,756	29,000	32,000	35,500	46,128	75	33,112
	West North Central	23,000	27,541	31,958	42,758	47,500	14	34,352
	Mountain	22,666	25,000	31,500	35,600	47,050	18	32,113
	West South Central	18,650	22,500	27,000	29,760	39,150	19	27,768
Reader Service Refer	Pacific	21,382	29,000	37,655	42,000	57,162	54	37,127
	New England	22,050	30,272	33,000	36,300	39,167	27	32,439
	Middle Atlantic	22,101	28,000	32,648	38,000	44,829	76	32,752
	South Atlantic	21,690	26,000	31,000	36,483	51,870	69	32,706
	East South Central	18,500	20,100	29,780	34,125	38,064	12	28,382
	East North Central	22,132	25,000	27,500	33,000	40,820	36	29,463
	West South Central	17,119	24,068	27,500	30,000	38,400	12	27,333
	Mountain	15,500	24,900	26,978	35,200	43,426	19	29,198
	West North Central	20,967	24,420	26,262	30,941	40,526	26	27,927
Systems Specialist	Pacific	32,100	35,000	42,000	50,000	62,352	11	44,067
	Middle Atlantic	25,240	32,000	39,250	48,000	76,500	16	43,658
	East North Central	24,600	29,891	37,900	47,250	55,000	11	38,872
	South Atlantic	27,000	27,500	31,000	37,400	50,342	9	34,458
	East South Central	28,849	29,000	30,872	37,000	37,076	6	32,278
Library Sch Faculty	South Atlantic	31,500	34,000	39,375	45,000	77,400	6	44,442
Other	Pacific	18,000	31,200	45,740	48,180	60,000	14	40,927
	Middle Atlantic	18,500	37,000	42,250	46,150	53,500	14	40,551
	South Atlantic	13,000	27,500	33,700	41,500	58,000	12	34,967
	New England	16,000	29,992	33,269	54,000	60,000	13	39,114
	East North Central	21,500	29,000	32,000	36,420	60,000	14	35,560
	West North Central	26,000	26,500	29,224	30,000	51,000	7	32,593
Not Employed in Libr	New England	32,000	35,360	49,300	54,000	102,000	14	52,206
	East North Central	30,058	35,300	45,500	48,000	72,500	16	45,864
	Pacific	25,408	33,500	45,000	47,520	58,730	21	42,797
	Middle Atlantic	23,625	32,000	42,000	50,000	70,000	23	44,188
	South Atlantic	29,750	36,000	42,000	55,376	72,155	21	46,305
	East South Central	28,090	28,800	37,560	40,601	64,000	7	38,844
	West South Central	23,500	30,000	33,700	40,000	55,000	8	35,869

Table 10a. Salary Distribution by Organizational Entity in Canada

Organizational Entity	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Library	$27,338	$35,000	$41,100	$49,400	$64,042	245	$42,406
Information Center	24,937	33,000	39,050	47,000	65,469	87	41,081
Other	28,093	36,000	42,000	46,898	71,701	88	43,637

Table 10b. Salary Distribution by Organizational Entity in United States

Organizational Entity	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Library	$21,649	$29,000	$35,000	$42,000	$62,399	2,856	$36,947
Information Center	24,049	31,200	38,000	46,500	64,912	742	39,951
Other	21,965	30,000	35,620	45,000	69,134	760	38,682

Table 11a. Salary Distribution by Primary Responsibility within Type of Institution in Canada

Type of Institution*	Primary Responsibility	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Federal Government	Genl Responsibility	$31,000	$38,298	$42,343	$45,000	$57,000	10	$42,258
	Administrative Resp	41,000	46,500	49,500	52,000	54,316	12	48,867
Other Government	Genl Responsibility	28,000	32,000	41,900	45,048	49,644	13	39,136
	Administrative Resp	32,000	38,056	44,000	47,500	86,541	21	46,753
Academic-Subj Dept	Genl Responsibility	24,718	25,000	41,437	45,000	62,888	9	41,451
	Administrative Resp	40,000	45,000	49,500	56,000	78,412	7	54,528
Academic-Genl Campus	Administrative Resp	33,000	41,320	57,500	69,700	78,000	8	57,257
Non-Profit Org Inst	Genl Responsibility	24,992	33,072	37,659	41,900	45,500	22	36,825
	Administrative Resp	32,000	39,131	42,375	45,000	49,500	14	41,922
Trans Pub Util Comm	Genl Responsibility	27,000	36,000	38,190	42,000	46,228	6	37,935
	Administrative Resp	39,000	46,000	48,300	53,000	59,000	13	49,682
Bank Finance Real Est	Administrative Resp	38,500	40,000	44,000	46,200	67,500	11	46,600
	Info Specialist	33,000	34,250	39,432	45,000	46,000	6	39,519
Accounting	Genl Responsibility	25,000	30,000	32,000	34,000	39,500	14	32,415
Engineer Archit Serv	Genl Responsibility	18,500	26,500	28,800	35,000	41,100	9	30,637
Insurance	Genl Responsibility	23,000	32,125	35,650	38,459	45,700	6	35,097
Legal Services	Genl Responsibility	26,700	35,000	38,000	40,000	51,000	9	38,233
	Administrative Resp	41,000	45,100	48,500	55,000	57,500	6	49,267
Consulting Services	Genl Responsibility	24,000	27,200	33,250	38,000	43,000	10	32,710
Newspaper Publicat	Administrative Resp	38,584	39,990	50,000	50,076	58,240	7	48,727
Pharmaceuticals	Genl Responsibility	25,000	35,000	39,550	44,000	46,000	8	38,663
Petroleum Refining	Administrative Resp	43,000	44,000	55,500	57,000	92,000	6	57,833

**See item 8 of questionnaire for the complete spelling of the abbreviations used in the table.*

Table 11b. Salary Distribution by Primary Responsibility within Type of Institution in United States

Type of Institution*	Primary Responsibility	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Federal Government	Genl Responsibility	$23,709	$29,891	$32,942	$39,200	$48,166	66	$34,581
	Administrative Resp	29,284	37,000	44,011	52,020	71,335	116	46,142
	Acquisitions Catalog	23,235	30,000	35,000	41,000	46,626	26	34,877
	Lit Online Searcher	26,250	30,784	33,000	39,407	42,908	15	34,520
	Info Specialist	26,510	32,879	38,200	41,591	45,398	27	37,085
	Reader Service Refer	24,126	28,900	35,348	39,000	56,518	40	35,794
	Systems Specialist	29,891	30,856	37,750	42,000	50,342	8	38,039
	Other	20,108	29,852	36,950	46,500	46,800	6	36,193
	Not Employed in Libr	23,500	35,825	40,301	45,441	74,310	12	42,512
Other Government	Genl Responsibility	20,423	26,484	32,166	36,500	44,710	96	32,348
	Administrative Resp	24,949	32,764	44,142	54,000	75,318	56	45,850
	Acquisitions Catalog	26,741	27,000	32,966	34,944	42,288	8	33,446
	Info Specialist	23,000	26,000	29,891	34,000	43,896	13	31,417
	Reader Service Refer	23,153	26,000	30,000	38,000	49,137	15	32,594
Public Library-Subjt	Administrative Resp	26,432	30,264	38,000	48,000	54,088	21	39,116
	Info Specialist	19,800	22,440	28,750	36,000	45,000	6	30,123
	Reader Service Refer	19,200	25,000	30,272	33,000	39,283	19	29,964
Public Libr-Genl	Administrative Resp	21,316	30,000	37,596	57,216	77,645	35	44,840
	Acquisitions Catalog	23,000	27,127	31,873	35,337	41,172	8	32,346
	Reader Service Refer	21,000	25,307	28,000	33,800	37,400	13	29,390
Academic-Subj Dept	Genl Responsibility	21,400	27,495	32,836	37,500	50,744	104	33,699
	Administrative Resp	27,018	33,000	40,000	50,425	81,929	140	44,478
	Acquisitions Catalog	21,040	27,185	29,320	34,280	40,000	20	30,809
	Bibliographer	22,400	24,200	28,500	37,500	48,000	13	31,814
	Lit Online Searcher	18,000	23,950	29,120	36,000	36,732	9	29,478
	Info Specialist	22,467	26,000	29,950	35,000	44,667	30	30,783
	Reader Service Refer	17,450	24,000	30,600	38,900	55,254	53	32,600
	Other	13,000	20,250	28,250	32,000	48,180	10	27,693
Academic-Genl Campus	Genl Responsibility	15,333	25,750	29,000	32,500	48,742	25	29,750
	Administrative Resp	26,499	35,300	41,000	50,000	81,542	98	44,906
	Acquisitions Catalog	20,819	22,360	26,550	36,274	48,462	28	29,671
	Bibliographer	25,772	27,985	33,400	45,500	61,519	16	37,803
	Info Specialist	20,750	27,000	31,350	35,000	38,000	20	30,720
	Reader Service Refer	20,362	25,500	29,400	35,300	46,803	113	30,879
	Systems Specialist	25,000	27,000	30,000	36,684	40,000	8	32,067
	Other	16,000	25,000	36,944	46,150	57,255	8	37,412

Table 11b. *Continued*

Type of Institution*	Primary Responsibility	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Non-Profit Org Inst	Genl Responsibility	$18,665	$25,480	$30,050	$35,000	$46,845	226	$30,909
	Administrative Resp	28,061	35,500	41,000	48,670	73,376	203	43,873
	Acquisitions Catalog	20,343	27,494	30,877	34,000	42,727	26	30,950
	Lit Online Searcher	24,850	26,000	28,500	34,500	43,500	16	31,203
	Info Specialist	21,188	29,000	34,350	40,000	47,441	32	34,422
	Reader Service Refer	21,210	24,600	30,000	33,020	38,100	21	29,827
	Other	18,000	25,500	32,587	34,000	58,000	6	33,446
	Not Employed in Libr	24,000	28,000	32,100	38,000	102,000	13	39,675
Mining Agric For Fis	Genl Responsibility	22,152	30,000	32,128	34,000	46,000	14	32,483
	Administrative Resp	37,000	37,900	47,000	52,000	67,600	7	48,557
Trans Pub Util Comm	Genl Responsibility	24,280	31,300	35,000	40,000	48,780	53	35,623
	Administrative Resp	32,367	41,000	44,640	53,000	74,000	31	47,417
	Acquisitions Catalog	20,000	36,400	39,500	44,850	45,500	6	37,625
	Lit Online Searcher	26,000	29,300	33,000	40,000	43,000	8	34,563
	Info Specialist	32,300	35,400	37,950	38,700	57,500	14	39,093
Bank Finance Real Est	Genl Responsibility	23,247	31,000	36,500	43,000	61,300	46	37,912
	Administrative Resp	34,313	40,200	48,000	63,000	81,250	38	52,535
	Lit Online Searcher	25,660	33,000	37,300	44,000	60,000	22	39,028
	Info Specialist	25,875	28,500	36,400	39,000	56,250	19	36,866
Accounting	Genl Responsibility	20,825	25,000	29,000	33,300	48,250	39	30,543
	Administrative Resp	30,000	36,000	45,125	51,000	60,000	20	44,465
	Lit Online Searcher	22,500	31,300	32,650	35,000	36,000	6	31,683
	Info Specialist	28,500	29,500	32,900	36,000	43,400	12	33,788
Hosp Medical Service	Genl Responsibility	19,377	23,400	29,750	35,030	40,067	26	29,752
	Administrative Resp	29,707	33,700	40,000	41,496	45,250	15	38,132
Engineer Archit Serv	Genl Responsibility	19,833	24,696	30,300	35,000	44,122	85	30,479
	Administrative Resp	21,940	36,000	40,400	45,000	57,000	22	40,247
	Lit Online Searcher	22,700	25,000	32,000	32,280	39,000	7	31,117
	Info Specialist	23,940	25,000	29,275	32,700	37,500	8	30,161
Insurance	Genl Responsibility	24,296	29,000	34,500	37,188	48,600	26	34,525
	Administrative Resp	30,742	35,500	43,000	47,900	64,750	21	43,978
	Info Specialist	21,250	31,500	34,000	37,500	41,795	17	33,768
Advertising Market	Genl Responsibility	21,667	27,500	33,500	42,300	52,000	33	35,253
	Administrative Resp	32,000	38,500	50,000	55,000	68,500	18	48,478
	Info Specialist	27,000	30,000	33,500	35,000	40,000	12	33,133
Commercial Labs	Administrative Resp	28,000	45,000	54,000	56,640	105,000	6	57,107

Table 11b. *Continued*

Type of Institution*	Primary Responsibility	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Legal Services	Genl Responsibility	22,700	27,000	33,000	40,000	50,010	95	34,334
	Administrative Resp	31,550	40,650	48,500	55,500	78,530	104	49,714
	Acquisitions Catalog	24,000	28,000	30,000	34,000	42,000	10	31,300
	Lit Online Searcher	26,000	26,500	33,000	37,500	48,070	7	34,696
	Info Specialist	26,500	28,980	32,500	39,960	52,000	21	35,116
	Reader Service Refer	24,420	25,100	32,000	38,000	43,000	12	33,149
Info Brokers	Information Broker	18,000	40,000	48,300	48,300	60,000	7	44,943
Consulting Services	Genl Responsibility	22,071	30,000	33,508	38,000	52,500	73	34,393
	Administrative Resp	30,667	40,400	49,000	55,500	70,667	26	48,679
	Consultant	12,000	30,000	39,000	45,000	106,000	13	43,822
	Info Specialist	26,580	31,300	36,100	40,000	52,600	48	36,922
	Not Employed in Libr	32,100	35,360	43,699	48,000	70,000	8	45,295
Other-non-Manufact	Genl Responsibility	22,125	28,000	31,100	40,000	53,250	42	34,691
	Administrative Resp	29,100	30,000	42,000	48,000	81,667	25	45,056
	Info Specialist	22,000	27,500	31,000	40,000	50,880	10	33,801
	Not Employed in Libr	31,250	37,400	45,084	47,532	64,150	15	45,738
Textiles Wood Paper	Genl Responsibility	25,500	29,725	32,000	38,700	44,490	15	34,354
	Administrative Resp	35,000	35,500	46,661	46,800	60,000	7	44,994
Newspaper Publicat	Genl Responsibility	14,544	21,300	27,000	31,980	42,900	49	27,327
	Administrative Resp	26,105	34,320	40,000	50,640	67,910	81	42,834
	Lit Online Searcher	18,000	21,788	27,900	33,700	46,000	11	29,074
	Info Specialist	21,336	27,000	32,000	33,176	53,300	19	32,785
	Reader Service Refer	24,000	26,000	31,300	33,800	35,000	8	30,440
Chemicals Allied Pd	Genl Responsibility	21,601	27,609	32,000	39,500	50,799	56	33,998
	Administrative Resp	33,411	39,300	46,900	56,500	74,325	38	48,864
	Lit Online Searcher	27,500	33,000	37,800	39,000	43,040	15	36,363
	Info Specialist	29,250	34,000	40,140	45,000	55,012	22	40,268
Processed Foods	Genl Responsibility	25,500	32,084	40,290	44,700	52,000	16	39,677
	Administrative Resp	32,650	39,900	50,000	60,000	70,644	16	50,562
Pharmaceuticals	Genl Responsibility	24,832	32,000	35,494	40,100	57,700	28	37,519
	Administrative Resp	29,250	44,410	50,000	59,000	72,925	58	51,106
	Lit Online Searcher	31,400	34,450	40,000	42,045	56,700	15	40,816
	Info Specialist	26,366	33,000	37,350	43,000	53,000	22	38,207
	Systems Specialist	32,000	37,400	39,950	47,250	49,600	6	41,025

Table 11b. *Continued*

Type of Institution*	Primary Responsibility	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Petroleum Refining	Genl Responsibility	$19,524	$30,100	$34,500	$37,974	$58,600	23	$34,963
	Administrative Resp	35,110	43,000	55,514	63,500	86,500	24	57,165
	Acquisitions Catalog	28,900	30,400	34,800	36,000	45,200	8	35,452
	Lit Online Searcher	30,000	35,250	40,000	44,000	55,000	11	40,588
	Info Specialist	25,500	32,000	40,000	42,012	56,000	9	40,341
	Systems Specialist	31,000	51,800	51,900	57,600	61,000	6	50,867
Rubber Plastics Cem	Genl Responsibility	24,000	28,000	31,500	34,000	44,280	13	31,901
Metals Metal Prod	Genl Responsibility	24,350	25,000	30,500	35,000	36,204	8	30,644
Office Comp Acct Mac	Genl Responsibility	21,000	29,548	34,500	38,000	48,150	24	34,494
	Administrative Resp	34,700	40,150	48,100	58,000	67,000	16	49,515
	Lit Online Searcher	29,000	29,100	29,987	36,000	40,000	6	32,346
	Info Specialist	33,500	33,600	41,718	43,000	53,800	8	42,277
Electrical Equip Sup	Genl Responsibility	24,033	29,000	33,000	38,000	43,983	27	33,228
	Administrative Resp	31,900	36,300	41,958	50,000	60,720	6	43,806
	Info Specialist	25,656	31,416	32,500	34,025	37,000	6	32,183
Motor Veh Equipment	Genl Responsibility	31,200	31,380	40,069	45,000	50,000	6	39,620
	Administrative Resp	38,160	39,400	43,830	48,144	50,000	6	43,894
Aircraft Aerospace	Genl Responsibility	23,928	28,350	32,500	37,900	44,567	32	33,308
	Administrative Resp	30,357	40,000	43,000	49,140	65,100	24	45,559
	Lit Online Searcher	25,600	28,392	33,000	35,000	39,915	7	33,197
	Info Specialist	28,000	29,100	31,200	38,000	43,000	7	33,966
Nuclear Energy	Genl Responsibility	21,000	22,000	27,760	36,000	57,000	6	31,920
Other Manufacturing	Genl Responsibility	20,267	26,400	32,000	37,000	51,612	54	32,940
	Administrative Resp	29,101	39,000	50,588	57,400	81,250	22	50,351
	Lit Online Searcher	25,000	26,000	30,000	34,104	54,000	7	33,615
	Info Specialist	22,000	25,822	33,000	36,500	55,700	11	34,425
Not Otherwise Specif	Genl Responsibility	21,500	25,200	28,513	33,000	45,400	22	29,962
	Administrative Resp	27,230	31,500	43,050	52,500	72,000	22	45,417
	Info Specialist	24,000	25,000	33,986	34,815	38,000	8	31,868
	Library School Faculty	31,500	33,500	46,000	47,500	77,400	7	48,414
	Other	29,000	29,500	39,996	51,000	52,000	6	40,249
	Not Employed in Libr	20,250	35,300	46,914	58,600	67,000	16	46,869
No Response	Genl Responsibility	20,800	25,200	32,795	37,380	44,000	26	31,935
	Administrative Resp	25,000	30,250	37,980	45,000	71,250	18	40,401
	Lit Online Searcher	26,500	33,000	37,000	41,300	41,500	6	36,050
	Reader Service Refer	24,000	25,121	32,242	35,800	45,000	8	32,801
	Library School Faculty	36,800	39,000	41,975	50,000	51,050	6	43,467
	Not Employed in Libr	32,500	37,000	46,760	57,643	95,000	14	51,276

**See item 8 of the questionnaire for the complete spelling of the abbreviations used in the table.*

Table 12a. Salary Distribution by Number of Employees Supervised in Canada

Employees Supervised	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
None	$24,799	$29,000	$37,000	$42,714	$63,144	113	$38,373
One	27,399	33,072	38,459	43,000	56,278	87	39,082
Two	29,641	36,000	40,000	45,000	54,959	72	40,945
Three	28,992	36,000	43,000	49,644	57,344	52	42,961
Four	34,500	40,000	45,800	49,400	69,963	28	46,955
Five	40,000	46,200	51,233	56,000	103,485	14	55,011
Six	31,250	36,000	45,060	47,500	68,750	16	45,764
Seven	38,584	40,000	48,450	50,648	60,100	8	48,529
Eight	35,800	40,300	45,000	49,500	60,000	11	46,325
11-15	37,400	41,000	52,000	54,400	65,100	15	49,826
More than 20	36,000	66,000	76,300	78,412	96,782	9	73,022

Table 12b. Salary Distribution by Number of Employees Supervised in United States

Employees Supervised	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
None	$20,406	$27,000	$32,084	$38,400	$56,399	1,402	$33,985
One	20,825	27,194	32,000	37,500	48,750	792	32,808
Two	23,046	30,000	35,000	40,200	53,411	584	35,875
Three	24,005	32,000	37,000	44,000	58,825	364	38,595
Four	25,086	31,658	38,798	45,441	62,288	274	39,874
Five	25,833	33,176	40,000	49,000	63,180	204	41,873
Six	24,749	35,000	40,690	50,000	69,122	142	43,225
Seven	24,086	34,476	40,500	49,010	71,677	121	43,031
Eight	24,375	34,560	42,288	51,000	66,158	111	43,323
Nine	27,562	37,000	42,536	50,000	75,839	63	45,465
Ten	27,420	36,400	43,500	55,406	72,722	53	45,770
11-15	28,063	38,000	45,500	58,000	77,127	159	48,406
16-20	26,864	44,000	50,606	62,000	79,550	78	51,442
More than 20	31,361	45,000	55,000	70,000	88,593	151	56,931

Table 12c. Salary Distribution by Number of Professional Employees Supervised in Canada

Employees Supervised	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
None	$26,186	$33,100	$39,000	$44,000	$57,841	307	$39,432
One	32,201	41,000	46,000	50,040	76,948	63	47,687
Two	35,667	44,000	48,450	51,035	58,833	28	47,663
Three	40,300	45,000	46,000	51,766	67,500	14	48,737

Table 12d. Salary Distribution by Number of Professional Employees Supervised in United States

Employees Supervised	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
None	$20,853	$27,500	$32,500	$38,500	$53,484	2,930	$33,913
One	25,418	32,000	37,500	44,183	59,467	581	39,013
Two	27,595	37,000	41,600	50,000	64,148	323	43,500
Three	29,855	38,200	44,000	51,000	66,408	186	45,281
Four	29,091	39,550	48,116	57,400	73,765	110	48,940
Five	27,855	36,407	44,000	52,000	80,563	77	46,750
Six	29,726	43,000	52,000	61,580	78,896	57	52,306
Seven	31,225	40,000	50,692	65,520	86,044	42	53,452
Eight	30,184	45,000	51,850	62,000	82,578	40	54,023
Nine	36,517	41,500	52,050	63,000	85,000	21	54,534
Ten	31,577	42,000	55,500	63,000	76,200	30	53,634
11-15	35,969	46,500	58,500	68,000	87,130	50	58,708
16-20	37,033	49,570	57,890	72,000	94,333	27	60,937
More than 20	45,854	55,000	66,650	78,252	95,150	24	68,260

Table 12e. Salary Distribution by Number of Technical Employees Supervised in Canada

Employees Supervised	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
None	$25,400	$31,500	$38,500	$45,000	$63,965	183	$39,520
One	29,608	35,500	40,053	46,200	59,531	124	41,734
Two	31,929	39,000	44,000	50,000	62,288	71	45,076
Three	33,633	40,000	47,000	50,076	59,447	30	46,713
Four	32,000	39,000	45,060	46,500	103,485	10	48,790
Five	39,000	40,300	47,324	53,000	56,000	8	47,369

Table 12f. Salary Distribution by Number of Technical Employees Supervised in United States

Employees Supervised	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
None	$20,855	$27,903	$33,130	$40,000	$60,019	2,594	$35,358
One	23,876	31,000	36,500	42,536	58,399	868	37,771
Two	24,946	32,000	39,400	47,100	67,889	435	41,199
Three	26,937	34,000	41,304	50,000	67,579	210	43,081
Four	25,489	32,000	39,762	49,500	70,258	116	42,593
Five	24,741	34,000	44,400	52,965	81,463	83	46,191
Six	25,024	35,000	40,000	48,000	69,814	43	42,332
Seven	32,500	38,213	55,675	60,000	80,900	21	52,035
Eight	25,500	36,300	49,364	60,410	72,000	24	48,895
Nine	25,000	33,538	40,440	53,000	69,000	14	43,564
Ten	28,887	37,900	43,500	55,000	76,100	22	46,575
11-15	29,390	45,000	52,400	66,000	88,163	36	55,831
16-20	31,500	41,200	53,166	67,330	74,000	16	53,651
More than 20	44,300	51,000	57,770	72,000	89,250	16	63,149

Table 12g. Salary Distribution by Number of Clerical Employees Supervised in Canada

Employees Supervised	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
None	$26,015	$33,100	$40,000	$45,600	$66,282	220	$41,021
One	27,775	36,000	42,000	46,898	57,018	128	41,694
Two	28,500	37,000	42,080	49,400	66,625	42	44,064
Three	30,500	39,000	45,250	49,800	59,000	14	45,161
Four	35,000	39,000	50,150	60,000	70,200	10	51,050
Five	35,800	42,400	47,500	54,000	58,000	10	47,163

Table 12h. Salary Distribution by Number of Clerical Employees Supervised in the United States

Employees Supervised	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
None	$21,504	$28,500	$34,102	$40,716	$59,296	2,352	$35,914
One	21,693	29,500	35,000	42,000	59,222	1,056	36,660
Two	24,182	31,000	37,000	45,000	65,474	458	39,450
Three	24,269	33,000	40,000	49,000	66,905	208	41,637
Four	22,632	31,500	40,000	50,000	69,926	111	41,777
Five	24,557	35,933	43,078	50,000	78,743	74	45,451
Six	20,976	31,800	39,390	49,500	70,530	50	41,519
Seven	21,650	27,000	50,000	62,500	109,000	21	53,423
Eight	20,667	42,200	51,500	61,000	74,667	29	50,559
Nine	29,750	33,000	44,500	49,000	67,500	21	44,354
Ten	31,700	43,000	56,000	75,000	93,800	18	58,673
11-15	30,260	40,000	51,000	59,299	77,700	47	51,068
16-20	24,680	30,000	38,000	50,000	72,465	15	42,585
More than 20	30,445	41,000	56,858	72,500	92,075	38	59,095

Table 13a. Salary Distribution by Number of Professionals Supervised for Men and Women in Canada

Employees Supervised	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
None	Male	$27,442	$34,566	$39,500	$46,500	$61,905	38	$41,666
	Female	26,037	33,000	38,852	43,000	57,080	267	39,079
One	Male	33,500	45,000	51,050	74,900	103,485	8	62,123
	Female	32,584	40,000	45,120	49,644	60,467	55	45,587
Two	Female	35,667	45,000	48,450	51,300	58,833	26	47,921
Three	Female	40,300	45,000	46,200	51,766	67,500	11	49,942

Table 13b. Salary Distribution by Number of Professionals Supervised for Men and Women in United States

Employees Supervised	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
None	Male	$21,896	$28,000	$33,748	$41,400	$59,030	425	$35,769
	Female	20,699	27,400	32,121	38,063	52,320	2,496	33,582
One	Male	28,246	33,150	38,000	47,000	65,575	75	41,329
	Female	25,056	32,000	37,500	44,000	58,488	503	38,680
Two	Male	26,521	38,000.	44,980	53,500	68,991	57	45,812
	Female	27,960	36,800	41,100	49,000	62,284	265	42,961
Three	Male	32,000	40,601	45,200	54,000	69,148	31	47,464
	Female	29,453	37,500	43,250	50,700	65,895	155	44,845
Four	Male	32,500	45,500	54,750	65,000	75,000	22	54,414
	Female	28,694	38,700	47,306	56,000	71,922	88	47,572
Five	Male	28,000	35,500	45,700	55,406	79,750	16	48,335
	Female	27,962	36,407	44,000	51,500	80,833	61	46,334
Six	Male	31,500	45,100	53,500	65,800	93,500	14	57,238
	Female	29,147	41,372	52,000	60,000	73,250	43	50,700
Seven	Female	31,225	38,500	50,000	65,000	78,044	39	52,281
Eight	Male	28,700	48,100	56,000	70,700	96,000	10	59,411
	Female	30,678	45,000	50,000	60,300	76,667	30	52,226
Nine	Female	37,950	42,500	52,050	61,000	75,000	19	53,647
Ten	Female	34,277	38,000	53,500	63,000	74,310	25	53,225
11-15	Female	37,167	47,600	58,500	68,000	83,083	32	59,288
	Male	34,172	41,200	58,150	65,000	93,200	18	57,676
16-20	Male	37,900	51,000	72,000	75,000	113,000	11	69,476
	Female	36,600	48,905	53,435	60,410	74,500	16	55,067
More than 20	Male	52,300	55,000	67,250	78,252	97,000	10	68,625
	Female	39,407	55,000	65,680	81,000	93,300	14	67,999

Table 13c. Salary Distribution by Number of Technical Employees Supervised for Men and Women in Canada

Employees Supervised	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
None	Male	$26,383	$33,722	$39,500	$50,000	$68,450	24	$42,913
	Female	25,340	30,600	38,000	42,800	62,928	159	39,008
One	Male	33,000	35,000	40,890	46,000	92,000	12	45,686
	Female	29,391	35,500	40,053	46,200	55,897	110	41,262
Two	Female	33,250	39,000	45,000	50,040	61,003	59	45,240
	Male	28,000	38,700	43,319	45,000	70,000	12	44,269
Three	Female	33,633	40,000	47,000	50,076	59,447	28	46,746
Four	Female	32,000	35,800	42,495	45,120	55,000	8	42,239
Five	Female	39,000	40,300	47,324	53,000	56,000	8	47,369

Table 13d. Salary Distribution by Number of Technical Employees Supervised for Men and Women in United States

Employees Supervised	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
None	Male	$22,294	$29,744	$35,450	$45,000	$71,414	396	$39,032
	Female	20,645	27,500	33,000	39,703	57,445	2,191	34,681
One	Male	23,464	30,082	38,000	45,000	61,599	117	38,727
	Female	23,961	31,000	36,060	42,000	57,760	749	37,628
Two	Male	25,823	31,310	39,890	52,000	86,329	68	44,528
	Female	24,818	32,140	39,276	46,000	64,110	365	40,573
Three	Male	28,322	37,100	43,940	48,600	67,667	30	44,921
	Female	26,755	33,176	40,600	50,000	67,565	179	42,783
Four	Male	25,697	33,000	43,000	47,976	61,000	18	42,245
	Female	25,447	32,000	39,000	51,384	71,809	98	42,657
Five	Male	24,145	37,861	47,000	52,020	84,300	17	49,747
	Female	25,369	32,916	43,050	53,500	76,886	65	45,449
Six	Female	24,365	36,400	41,000	50,000	71,419	31	43,935
	Male	27,000	31,000	37,288	40,000	57,000	12	38,192
Seven	Male	40,716	41,000	55,950	60,410	96,000	8	58,938
	Female	30,000	36,274	39,728	60,000	65,620	13	47,787
Eight	Female	25,500	36,300	48,727	53,000	71,000	19	47,199
Nine	Female	25,000	31,500	40,880	53,000	69,000	11	44,829
Ten	Female	28,887	34,476	43,000	44,000	76,100	19	45,091
11-15	Male	22,828	49,587	53,650	63,000	113,000	8	60,115
	Female	31,577	44,865	50,820	66,000	79,883	28	54,607
16-20	Female	27,000	36,952	54,468	68,000	74,000	12	54,710
More than 20	Male	51,000	60,000	72,000	78,252	97,000	10	70,575
	Female	40,000	48,600	52,745	55,000	55,540	6	50,772

Table 13e. Salary Distribution by Number of Clerical Employees Supervised for Men and Women in Canada

Employees Supervised	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
None	Male	$28,922	$36,000	$45,048	$52,000	$85,462	29	$48,051
	Female	25,898	33,000	39,131	44,884	62,067	191	39,954
One	Female	27,734	36,000	42,000	47,000	56,294	114	41,682
	Male	28,000	33,000	41,050	45,000	70,000	12	41,429
Two	Female	28,866	37,000	44,000	48,599	57,605	36	43,455
	Male	32,000	35,000	38,652	50,000	92,000	6	47,717
Three	Female	30,500	35,800	45,250	49,500	59,000	12	45,288
Four	Female	35,000	39,000	52,000	60,000	70,200	9	52,543
Five	Female	35,800	39,000	50,038	54,000	58,000	8	47,960

Table 13f. Salary Distribution by Number of Professionals Supervised for Men and Women in United States

Clerks Supervised	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
None	Male	$22,393	$30,000	$35,925	$44,308	$66,932	371	$38,329
	Female	21,338	28,350	34,000	40,000	57,618	1,971	35,451
One	Male	23,117	31,200	39,872	50,000	71,252	132	41,351
	Female	21,476	29,000	34,987	41,400	56,708	922	35,963
Two	Male	24,611	32,800	42,000	52,000	82,757	69	44,704
	Female	24,200	31,000	36,929	44,500	61,228	388	38,529
Three	Female	24,747	33,500	40,000	49,000	65,611	179	41,708
	Male	23,833	29,588	38,796	47,000	74,667	29	41,200
Four	Female	22,284	31,500	40,000	50,556	70,276	87	42,341
	Male	24,200	30,000	38,800	45,076	68,350	24	39,735
Five	Male	27,850	35,933	45,480	47,250	82,602	16	48,507
	Female	24,150	35,430	42,518	50,000	74,876	58	44,608
Six	Male	27,206	38,500	47,800	51,324	75,000	7	48,373
	Female	19,970	31,749	38,213	45,500	69,413	43	40,403
Seven	Female	21,650	27,000	50,000	62,500	96,500	17	51,640
Eight	Female	17,500	42,200	52,000	61,000	74,250	23	50,306
	Male	34,779	45,100	48,200	57,400	75,500	6	51,530
Nine	Female	29,750	35,000	45,000	49,000	67,500	19	45,417
Ten	Female	29,500	36,000	55,000	72,000	76,900	13	55,424
11-15	Female	31,567	38,000	52,000	61,000	80,500	33	52,564
	Male	27,600	40,000	51,000	57,000	61,800	14	47,541
16-20	Female	22,360	29,380	30,800	50,000	72,930	11	42,307
More than 20	Male	40,000	48,900	63,850	77,000	91,000	16	64,180
	Female	26,080	40,000	54,740	65,620	91,650	22	55,397

Table 14a. Salary Distribution by Education Level in Canada: Highest Subject Degree

Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Doctorate	$37,000	$40,000	$45,390	$57,500	$92,000	6	$52,880
Masters	26,985	37,000	45,000	49,644	82,161	55	46,106
Bachelor	27,945	35,850	41,922	48,599	64,470	298	42,840
No Degree	25,000	32,000	33,985	43,000	52,310	18	36,022

Table 14b. Salary Distribution by Education Level in United States: Highest Subject Degree

Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Doctorate	$25,520	$33,900	$47,248	$60,000	$98,000	106	$50,670
Masters	23,247	31,100	37,600	45,100	67,742	903	39,744
6th Year Certificate	19,250	29,000	36,689	45,000	82,000	24	39,373
Bachelor	21,923	29,680	35,000	42,750	61,653	2,735	37,146
Associate	16,331	22,000	28,000	32,000	44,003	41	27,914
No Degree	19,728	25,480	31,000	37,076	53,459	107	32,690
No College	19,000	23,000	26,000	32,700	38,213	13	27,756

Table 14c. Salary Distribution by Education Level in Canada: Highest Library Science Degree

Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Masters	$29,028	$36,864	$42,123	$48,300	$68,549	298	$43,927
6th Year Certificate	26,440	35,000	36,953	50,700	86,000	10	43,482
Bachelor	24,438	36,540	45,050	51,035	62,435	42	44,366
Associate	18,500	29,000	34,000	44,260	56,000	13	36,908
No Degree	25,400	30,000	36,000	39,990	60,373	27	37,340
No College	27,000	27,900	29,000	35,334	55,000	7	34,270

Table 14d. Salary Distribution by Education Level in United States: Highest Library Science Degree

Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Doctorate	$25,475	$35,000	$43,500	$56,054	$93,317	56	$48,120
Masters	22,917	30,000	36,000	43,300	63,750	3,684	38,148
6th Year Certificate	21,893	27,000	33,390	44,640	75,859	29	39,477
Bachelor	20,516	28,100	34,871	39,600	52,102	87	34,597
Associate	17,472	21,000	26,500	33,269	49,196	30	28,383
No Degree	19,728	26,080	33,732	41,200	62,094	167	35,634
No College	19,085	24,000	28,450	39,400	87,333	33	35,905

Table 14e Salary Distribution by Highest Subject Degree Within Type of Institution in Canada

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Federal Government	Bachelor's	$32,783	$41,000	$45,900	$51,000	$58,500	23	$45,680
Other Government	Bachelor's	30,667	35,800	42,000	46,000	60,100	34	42,135
Academic-Subj Dept	Bachelor's	24,859	37,000	45,000	56,000	72,206	24	46,916
Academic-Genl Campus	Master's	27,000	44,884	57,158	69,700	78,000	8	56,799
	Bachelor's	28,000	35,000	49,700	51,000	60,000	13	45,367
Non-Profit Org Inst	Master's	24,766	32,000	40,741	45,000	49,400	14	38,828
	Bachelor's	29,200	33,100	39,500	43,000	52,533	25	39,439
Trans Pub Util Comm	Bachelor's	27,000	39,000	43,561	47,944	59,000	14	43,021
Bank Finance Real Est	Bachelor's	28,000	36,864	43,100	48,000	67,500	13	44,659
Accounting	Bachelor's	29,000	30,000	33,500	35,500	39,500	12	33,626
Engineer Archit Serv	Bachelor's	26,500	26,500	33,500	35,000	44,000	8	33,613
Insurance	Bachelor's	27,500	33,000	36,050	40,000	45,700	10	36,530
Legal Services	Bachelor's	30,850	37,000	40,000	45,100	53,500	15	41,813
Consulting Services	Bachelor's	24,000	31,500	38,000	41,400	70,000	13	38,992
Newspaper Publicat	Bachelor's	31,500	38,584	47,400	50,076	100,000	12	49,183
Chemicals Allied Pd	Bachelor's	32,000	36,000	42,400	46,200	58,000	6	42,833
Pharmaceuticals	Bachelor's	25,000	35,000	45,200	50,040	56,000	13	43,117
Petroleum Refining	Bachelor's	36,000	40,000	50,000	55,000	62,500	11	48,640
Not Otherwise Specif	Bachelor's	39,000	42,000	50,000	55,920	75,000	7	54,546

*See item 5 of questionnaire for the complete spelling of the abbreviations used in the table.

Table 141. Salary Distribution by Highest Subject Degree Within Type of Institution in United States

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Federal Government	Doctorate	$29,000	$32,879	$35,870	$42,000	$55,000	7	$38,995
	Master's	25,804	33,000	38,213	45,177	70,776	75	41,736
	Bachelor's	25,328	30,856	37,860	44,021	60,795	189	38,953
Other Government	Master's	23,967	29,000	35,604	41,674	59,898	48	36,819
	Bachelor's	20,919	27,471	33,960	41,727	63,805	121	36,300
Public Library-Subjt	Master's	22,500	30,499	33,500	36,000	39,566	7	33,481
	Bachelor's	19,425	27,000	34,000	39,000	51,769	44	34,611
Public Libr-Genl	Master's	23,150	27,875	34,000	37,596	78,789	17	40,552
	Bachelor's	21,556	27,268	33,400	41,172	64,997	34	36,213
Academic-Subj Dept	Doctorate	24,133	31,000	43,940	69,000	108,333	26	54,607
	Master's	22,498	31,000	35,925	41,208	56,621	111	36,811
	Bachelor's	20,517	27,144	32,000	38,756	59,104	213	34,287
	No Degree	27,185	29,000	33,000	36,200	40,934	6	33,220
Academic-Genl Campus	Doctorate	26,000	28,000	31,812	60,000	81,500	14	40,782
	Master's	20,446	28,000	34,950	41,000	68,097	106	36,969
	Bachelor's	20,837	27,000	31,752	40,000	58,535	161	34,460
Non-Profit Org Inst	Doctorate	27,500	36,400	46,405	57,890	107,000	10	54,560
	Master's	21,863	30,000	35,000	42,000	65,206	124	37,276
	Bachelor's	20,450	27,500	33,000	40,200	59,438	340	35,182
	Associate	16,000	19,025	29,000	33,000	48,600	7	29,648
Mining Agric For Fis	Master's	32,000	33,000	46,000	53,400	67,600	7	47,857
	Bachelor's	30,400	32,000	37,000	40,300	46,000	17	36,807
Trans Pub Util Comm	Master's	28,050	35,600	39,000	44,400	55,750	19	40,735
	Bachelor's	26,181	34,500	38,850	43,500	61,332	86	39,987
Bank Finance Real Est	Master's	26,333	36,000	39,089	52,000	75,333	26	43,890
	Bachelor's	24,834	32,000	40,000	46,000	70,556	89	41,660
	No Degree	21,000	30,000	35,000	39,000	56,000	7	38,143
Accounting	Master's	29,000	33,000	37,900	38,200	59,000	7	41,343
	Bachelor's	22,800	28,000	33,300	38,000	54,867	58	34,568
Hospital Medical Service	Master's	20,000	21,500	29,500	40,000	40,000	9	30,622
	Bachelor's	20,677	28,000	31,283	36,500	43,332	25	32,300

Table 14f. *Continued*

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Engineer Archit Serv	Master's	$24,000	$29,000	$36,000	$40,100	$47,600	17	$35,738
	Bachelor's	20,016	25,688	31,148	36,000	50,567	91	32,037
Insurance	Master's	32,000	32,500	37,500	42,952	50,000	10	38,295
	Bachelor's	23,757	30,000	36,500	40,820	55,600	45	36,497
Advertising Market -	Master's	20,000	33,000	38,500	54,600	65,000	12	42,758
	Bachelor's	25,100	29,520	36,000	43,000	59,000	48	37,764
Commercial Labs	Bachelor's	20,072	24,877	29,000	40,000	56,000	10	33,088
Legal Services	Doctorate	35,250	37,000	52,000	62,000	84,000	17	54,431
-	Master's	27,630	31,500	37,500	50,000	72,250	39	42,600
	Bachelor's	23,582	29,500	38,350	45,000	62,011	158	38,877
Info Brokers	Master's	23,400	28,000	48,000	55,000	70,000	7	46,343
-	Bachelor's	16,750	23,625	40,000	48,300	60,000	16	39,456
Consulting Services	Master's	25,167	29,040	34,000	44,438	77,167	29	39,349
	Bachelor's	23,252	32,000	37,000	45,000	64,063	128	39,157
Other Non-Manufact	Master's	21,600	29,800	40,585	48,000	85,000	22	42,935
	Bachelor's	22,710	30,000	34,500	44,000	56,349	75	36,483
Textiles Wood Paper	Bachelor's	28,678	32,000	37,550	44,500	54,500	18	39,189
Newspaper Publicat	Master's	23,833	33,176	35,435	42,000	65,000	30	38,549
	Bachelor's	19,339	27,750	33,850	41,600	60,426	120	35,844
	Associate	13,500	21,300	23,000	26,585	31,000	6	23,064
	No Degree	17,300	22,932	27,000	36,504	49,528	21	30,040
Chemicals Allied Pd	Master's	27,333	38,600	45,400	55,000	61,967	26	45,384
	Bachelor's	25,904	32,100	38,730	44,000	61,255	97	39,369
Processed Foods	Bachelor's	24,190	32,084	39,950	46,032	69,929	30	41,436
Pharmaceuticals	Master's	32,553	39,000	44,705	50,000	67,633	26	46,291
	Bachelor's	27,842	35,178	42,000	52,000	67,855	95	44,074
Petroleum Refining	Master's	29,750	40,000	44,754	52,000	64,350	16	46,939
	Bachelor's	24,741	32,500	41,940	53,000	76,083	57	44,939
Rubber Plastics Cerm	Bachelor's	24,822	28,000	33,000	37,600	49,140	16	34,607
Metals Metal Prod	Bachelor's	19,800	25,700	30,450	35,000	47,900	10	31,150
Office Comp Acct Mac	Master's	28,600	30,000	36,000	40,000	70,000	13	38,547
	Bachelor's	25,200	33,400	39,775	47,300	58,500	40	40,530
Electrical Equip Sup	Master's	21,100	27,000	31,900	40,000	60,720	9	35,793
	Bachelor's	25,552	30,276	33,012	38,000	44,150	34	33,872

Table 14f. *Continued*

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Motor Veh Equipment	Bachelor's	30,200	31,200	45,000	48,000	50,000	9	40,980
Aircraft Aerospace	Master's	31,500	37,908	42,950	47,000	63,770	16	44,164
	Bachelor's	25,381	30,000	35,430	40,272	51,491	56	36,062
Nuclear Energy	Bachelor's	22,000	23,600	30,960	37,400	57,000	8	33,328
Other Manufacturing	Master's	21,720	33,000	39,000	50,000	57,400	14	41,019
	Bachelor's	21,873	27,700	35,000	40,200	64,120	81	36,961
Not Otherwise Specif	Master's	21,750	33,500	41,000	58,600	71,000	22	44,175
	Bachelor's	22,786	29,000	33,000	45,000	66,788	59	37,889
No Response	Master's	31,500	34,400	39,000	46,000	60,072	17	42,080
	Bachelor's	22,280	29,500	36,000	40,000	64,200	52	36,749

**See item 8 of the questionnaire for the complete spelling of the abbreviations used in the table.*

Table 14g. Salary Distribution by Highest Library Science Degree Within Type of Institution in Canada

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Federal Government	Master's	$32,361	$41,000	$46,500	$51,000	$58,500	23	$45,740
Other Government	Master's	30,750	36,000	42,000	47,000	69,271	36	43,915
Academic-Subj Dept	Master's	27,250	39,000	44,330	56,000	71,706	22	47,012
Academic-Genl Campus	Master's	27,500	35,000	50,489	59,316	74,000	15	49,981
	Bachelor's	42,714	49,700	50,000	51,000	51,035	6	49,075
Non-Profit Org Inst	Master's	29,062	35,258	40,000	45,000	51,625	37	40,039
Trans Pub Util Comm	Master's	29,500	42,000	46,114	48,300	56,900	18	45,205
Bank Finance Realest	Master's	30,500	36,864	43,000	46,000	56,050	17	42,516
Accounting	Master's	28,000	32,000	35,000	38,000	50,000	13	35,847
Insurance	Master's	27,500	33,000	35,650	40,000	45,700	8	36,438
Legal Services	Master's	30,850	37,000	41,000	50,000	56,250	15	43,307
Consulting Services	Master's	24,000	29,000	41,000	43,000	70,000	13	39,792
Newspaper Publicat	Master's	36,000	38,804	45,000	50,076	100,000	10	49,830
Pharmaceuticals	Master's	35,000	36,600	44,600	46,000	50,000	6	42,800
Petroleum Refining	Master's	29,000	40,000	44,700	52,080	62,500	12	46,397

*See item 8 of the questionnaire for the complete spelling of the abbreviations used in the table.

Table 14h. Salary Distribution by Highest Library Science Degree Within Type of Institution in United States

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Federal Government	Master's	$25,513	$31,882	$37,860	$44,021	$63,318	287	$39,439
	Bachelor's	23,560	35,600	38,357	52,000	60,940	10	41,656
Other Government	Master's	22,695	29,891	35,000	42,524	63,401	178	37,435
	No Degree	20,000	23,124	23,700	26,080	38,736	7	25,929
Public Library-Subjt	Master's	19,969	27,000	33,500	39,000	50,594	61	34,157
Public Libr-Genl	Master's	21,661	27,127	33,990	41,122	72,167	61	37,544
Academic-Subj Dept	Doctorate	30,000	35,000	40,215	65,000	110,000	10	54,343
	Master's	21,390	27,958	33,000	40,500	63,133	364	36,068
	No Degree	13,000	36,000	36,600	40,934	46,000	6	34,856
Academic-Genl Campus	Doctorate	25,000	30,000	37,800	56,054	86,500	14	43,781
	Master's	20,701	27,000	32,850	40,000	62,962	304	35,323
Non-Profit Org Inst	Master's	21,625	29,075	34,300	41,143	61,066	475	36,348
	6th Yr. Cert.	24,679	27,000	32,305	47,170	75,000	8	40,217
	Bachelor's	18,720	26,500	32,000	35,485	47,100	11	32,652
	No Degree	22,137	26,460	33,755	37,913	52,995	16	34,682
Mining Agric For Fis	Master's	28,550	33,000	38,100	45,000	65,300	20	40,865
Trans Pub Util Comm	Master's	27,953	35,000	39,050	43,500	61,056	102	40,421
Bank Finance Realest	Master's	25,300	33,500	40,000	50,000	74,083	122	42,871
Accounting	Master's	23,029	29,000	33,300	38,000	56,657	69	35,243
Hosp Medical Service	Master's	20,533	28,000	31,390	39,900	44,625	40	32,839
Engineer Archit Serv	Master's	21,183	27,200	32,000	37,600	50,270	99	33,274
	Bachelor's	20,000	20,340	28,152	40,800	42,000	9	29,839
Insurance	Master's	26,711	32,400	36,800	42,952	56,940	54	38,288
	Bachelor's	24,000	26,100	38,750	47,900	57,448	6	38,825
Advertising Market	Master's	25,083	30,000	37,000	41,500	60,433	55	37,860
	No Degree	21,500	27,000	34,866	43,000	51,500	6	35,455
Commercial Labs	Master's	20,072	27,730	30,000	52,000	105,000	11	41,834
Legal Services	Master's	24,550	31,000	38,500	48,000	67,208	223	40,412
	No Degree	21,000	22,000	35,000	43,500	65,000	9	36,078
Info Brokers	Master's	23,513	28,000	42,535	48,300	70,000	16	43,106
Consulting Services	Master's	25,392	32,000	37,250	45,000	67,288	153	39,926
Other Non-Manufact	Master's	22,608	30,000	37,668	45,500	66,256	94	39,224
	No Degree	23,500	26,700	30,000	40,000	40,000	6	31,700
Textiles Wood Paper	Master's	27,678	32,000	38,150	43,500	47,900	20	38,150

Table 14h. *Continued*

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Newspaper Publicat	Master's	$21,638	$28,940	$35,060	$42,108	$61,106	121	$37,149
	No Degree	18,875	25,480	38,000	47,000	58,500	19	37,906
	No College	15,600	25,000	26,293	40,040	85,000	6	36,371
Chemicals Allied Pd	Master's	26,583	32,695	38,600	44,000	56,856	111	39,197
	No Degree	25,000	37,800	44,250	56,600	82,000	10	49,192
Processed Foods	Master's	26,856	34,775	43,000	50,000	69,929	33	44,254
Pharmaceuticals	Master's	29,493	36,000	42,023	50,000	66,712	116	44,319
Petroleum Refining	Master's	26,629	34,000	41,940	52,000	73,614	73	44,111
Rubber Plastics Cerm	Master's	27,000	30,000	34,000	36,888	43,300	11	34,181
Metals Metal Prod	Master's	19,800	27,500	34,300	36,204	61,200	14	34,350
Office Comp Acct Mac	Master's	27,969	34,000	40,075	49,000	61,333	56	41,681
Electrical Equip Sup	Master's	24,439	30,276	33,023	38,105	49,230	39	34,820
Motor Vech Equipment	Master's	29,800	31,380	43,000	48,000	50,907	17	41,843
Aircraft Aerospace	Master's	25,055	31,000	37,904	42,900	55,875	70	37,822
Nuclear Energy	Master's	22,000	30,000	34,050	39,500	57,000	10	35,653
Other Manufacturing	Master's	24,572	30,000	36,500	42,000	65,809	73	38,822
	Bachelor's	24,000	25,100	31,525	34,500	41,050	6	31,283
	No Degree	22,800	26,200	31,000	34,440	53,000	9	34,180
Not Otherwise Specif	Doctorate	31,500	37,000	46,000	66,000	77,400	7	53,557
	Master's	22,603	29,000	34,560	45,325	65,115	73	38,266
No Response	Master's	26,944	33,000	37,000	45,000	68,941	55	40,596
	No Degree	22,000	26,000	26,500	50,000	80,000	7	40,086

*See item 8 of the questionnaire for the complete spelling of the abbreviation used in the table.

Table 15a. Salary Distribution by Subject Field in Which Respondents Hold Degrees in Rank Order of Median Salary in Canada

Subject Field	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Physical Sciences	$31,500	$39,000	$50,000	$58,240	$85,206	17	$53,681
Philosophy & Religion	30,600	35,400	45,000	50,648	103,485	9	51,411
Social Sciences	27,780	36,000	42,742	47,000	70,526	99	43,747
English & Journalism	28,531	38,000	42,175	50,000	63,050	84	43,781
Fine & Applied Arts	28,050	32,000	42,000	49,500	68,000	16	43,255
Liberal Arts	27,380	35,000	40,650	46,527	56,754	68	41,556
Foreign Languages	28,667	36,000	40,500	46,000	58,000	28	41,171
Business, Economics	31,650	35,000	40,000	46,000	68,500	21	42,535
Biomedical	29,250	35,000	40,000	44,000	56,944	23	41,194
Earth Sciences	27,600	33,722	39,745	50,000	62,500	10	41,719
Education	25,850	32,500	36,000	45,000	65,050	23	41,277

Table 15b. Salary Distribution by Subject Field in Which Respondents Hold Degrees in Rank Order of Median Salary in United States

Subject Field	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Law	$24,334	$36,835	$47,248	$62,000	$94,333	60	$51,401
Physical Sciences	23,699	33,000	41,000	51,814	72,283	299	43,380
Business, Economics	22,237	30,000	37,009	45,000	69,841	330	39,704
Social Sciences	22,449	30,000	36,000	43,000	64,169	757	38,047
English & Journalism	22,718	30,000	36,000	43,000	64,222	820	38,051
Biomedical	22,825	29,500	36,000	45,000	62,492	322	37,885
Liberal Arts	21,711	30,000	35,950	43,000	61,245	678	37,484
Foreign Languages	21,471	29,931	35,875	42,500	60,686	278	37,162
Engineering	22,635	29,786	35,000	40,000	55,981	47	35,947
Earth Sciences	22,071	29,100	35,000	43,000	62,847	107	37,176
Fine & Applied Arts	22,801	28,000	33,196	40,000	61,901	204	35,805
Education	21,013	28,000	33,000	40,000	58,038	457	35,116
Philosophy & Religion	24,169	28,008	32,879	39,700	53,349	87	34,917

Table 15c. Salary Distribution by Subject Field in Which Respondents Hold Degrees Within Type of Institution in Canada

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Federal Government	English & Journalism	$42,742	$48,000	$51,766	$52,000	$54,316	7	$50,318
	Liberal Arts	35,850	39,050	46,500	46,527	52,300	7	44,747
	Social Sciences	41,943	42,742	45,450	51,000	60,000	6	47,764
Other Government	English & Journalism	32,500	34,000	40,000	47,282	76,300	7	45,726
	Foreign Languages	28,000	36,000	39,134	42,000	46,000	6	38,378
	Liberal Arts	33,462	33,500	38,700	40,000	43,000	7	38,388
	Social Sciences	31,250	35,800	44,000	45,120	74,891	15	45,307
Academic-Subj Dept	Liberal Arts	24,718	29,500	41,437	45,000	59,300	7	40,708
	Social Sciences	37,000	41,000	45,224	56,000	66,000	6	48,408
Academic-Genl Campus	Social Sciences	27,000	44,884	50,000	50,000	69,700	7	48,903
Non-Profit Org Inst	Education	28,000	32,000	42,400	43,000	49,400	7	38,876
	English & Journalism	27,246	28,000	40,000	44,260	62,500	9	40,130
	Foreign Languages	33,072	36,200	41,066	44,850	49,500	6	40,959
	Social Sciences	28,000	33,100	40,000	45,000	48,500	14	39,329
Trans Pub Util Comm	English & Journalism	39,000	46,228	47,972	51,324	54,000	6	47,749
Bank Finance Real Est	English & Journalism	28,000	40,000	43,000	43,100	60,100	7	43,457
	Liberal Arts	31,000	33,000	40,300	45,000	52,000	7	40,243
Accounting	English & Journalism	31,500	33,000	34,500	40,000	50,000	6	37,250
Legal Services	English & Journalism	35,000	38,000	46,000	55,000	57,500	6	46,250
Newspaper Publicat	English & Journalism	31,500	36,000	38,804	50,000	54,400	7	42,941
	Liberal Arts	40,000	45,000	49,938	50,700	54,400	6	48,329
Pharmaceuticals	Biomedical	35,000	35,000	36,600	42,500	50,040	7	39,749

*See item 8 of the questionnaire for the complete spelling of the abbreviations used in the table.

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Trans Pub Util Comm	Business, Economics	26,100	33,400	38,400	42,000	57,500	18	39,706
	Education	30,000	34,000	41,208	44,803	59,000	11	42,659
	English & Journalism	26,667	32,760	37,500	43,000	62,067	29	39,591
	Fine & Applied Arts	30,490	32,600	36,500	42,500	57,500	7	40,984
	Foreign Languages	28,000	36,400	40,650	43,500	44,803	10	39,032
	Liberal Arts	27,093	34,125	37,116	40,000	45,175	17	36,860
	Philosophy & Religion	28,000	30,400	32,495	45,000	53,000	6	36,898
	Social Sciences	24,000	31,300	38,000	44,400	53,896	15	38,537
Bank Finance Real Est	Business, Economics	21,350	31,000	39,500	55,000	72,500	18	42,262
	Education	24,228	32,000	38,000	40,200	59,250	15	38,924
	English & Journalism	26,526	34,000	38,000	50,000	74,250	37	42,837
	Foreign Languages	21,000	23,233	43,150	47,500	54,000	8	38,985
	Liberal Arts	25,273	33,000	40,000	45,000	62,333	26	40,614
	Social Sciences	28,130	33,000	38,000	43,000	72,500	20	41,302
Accounting	Business, Economics	23,000	26,000	30,500	37,900	40,000	12	31,450
	Education	22,500	25,000	29,000	32,400	43,250	7	30,450
	English & Journalism	22,800	28,700	34,250	38,000	56,000	14	35,818
	Foreign Languages	26,000	27,000	31,000	34,000	57,000	7	35,129
	Liberal Arts	28,100	29,500	34,000	41,500	59,000	14	37,507
	Social Sciences	21,750	28,500	33,300	39,200	54,800	18	34,906
Hosp Medical Service	Education	30,000	30,258	33,850	34,694	41,496	8	34,429
	English & Journalism	22,000	23,400	31,642	35,030	40,300	12	31,309
	Social Sciences	27,500	28,000	31,080	38,850	45,500	9	34,038
Engineer Archit Serv	Business, Economics	16,800	25,000	33,000	36,300	40,000	8	31,075
	Education	22,630	25,000	27,600	33,000	42,500	20	30,008
	English & Journalism	21,527	31,000	33,000	40,000	52,367	29	34,940
	Fine & Applied Arts	23,400	23,940	29,750	36,000	49,000	9	31,499
	Foreign Languages	18,000	27,000	32,000	37,350	49,000	15	32,955
	Liberal Arts	20,570	25,688	32,400	35,640	51,800	19	32,438
	Social Sciences	23,348	28,000	32,280	38,000	43,830	17	33,346
Insurance	Education	26,100	32,832	40,500	42,380	43,300	11	37,491
	English & Journalism	24,750	30,000	36,000	40,027	48,850	15	36,008
	Fine & Applied Arts	32,000	34,000	34,750	36,500	43,000	6	35,833
	Liberal Arts	27,000	30,300	33,700	40,820	48,000	14	35,319
	Social Sciences	25,957	32,000	39,500	47,000	65,000	11	42,468

Table 15d. *Continued*

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Advertising Market	Business, Economics	$27,000	$27,000	$28,750	$37,000	$55,000	6	$33,917
	English & Journalism	27,250	30,000	40,000	50,000	64,000	15	42,335
	Liberal Arts	22,500	30,000	38,000	43,000	60,000	22	38,061
	Social Sciences	26,250	28,000	33,500	50,000	58,000	19	39,116
Legal Services	Biomedical	27,000	27,500	48,000	54,000	65,000	7	46,643
	Business, Economics	27,000	32,000	39,980	45,000	84,000	14	42,883
	Earth Sciences	26,000	40,000	46,750	50,700	51,000	6	43,533
	Education	23,375	27,500	37,500	43,500	58,000	21	37,488
	English & Journalism	25,780	30,000	33,000	44,900	68,750	41	38,347
	Fine & Applied Arts	23,550	26,000	31,650	42,000	55,000	16	35,365
	Foreign Languages	28,125	33,480	39,000	43,500	67,500	18	40,324
	Law	30,600	45,000	52,000	62,000	87,000	19	55,402
	Liberal Arts	23,650	29,000	39,200	50,000	68,883	61	40,805
	Social Sciences	23,440	31,000	38,100	44,000	58,100	52	38,502
Info Brokers	English & Journalism	23,400	23,625	42,500	48,300	60,000	6	40,054
	Social Sciences	15,500	30,000	37,500	48,000	55,000	6	37,250
Consulting Services	Biomedical	30,000	37,000	43,200	46,500	49,800	9	41,938
	Business, Economics	28,000	28,450	37,500	40,000	45,000	9	37,133
	Education	24,700	30,000	32,560	36,200	57,219	20	34,581
	English & Journalism	22,500	30,160	37,000	41,000	54,667	32	37,265
	Fine & Applied Arts	27,000	31,000	34,000	35,750	50,000	11	34,902
	Foreign Languages	31,000	34,000	36,325	42,000	53,500	12	39,433
	Liberal Arts	25,600	32,000	37,000	48,500	67,600	48	40,752
	Physical Sciences	12,000	26,873	37,500	37,500	57,000	7	35,988
	Social Sciences	23,000	30,000	37,500	48,000	81,238	34	41,209
Other Non-Manufact	Biomedical	23,330	37,400	46,000	46,000	50,880	7	42,087
	Business, Economics	22,000	26,900	32,500	42,500	45,000	9	34,889
	English & Journalism	24,250	29,000	33,250	44,000	48,970	18	35,598
	Fine & Applied Arts	20,000	24,000	30,000	30,200	73,000	7	35,280
	Liberal Arts	24,315	29,000	34,900	38,948	46,600	18	34,531
	Physical Sciences	31,000	35,352	43,860	44,600	50,000	7	41,402
	Social Sciences	27,910	31,000	42,835	48,350	83,400	24	44,584

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Textiles Wood Paper	Liberal Arts	29,000	30,000	35,700	38,700	44,500	6	35,600
	Physical Sciences	23,900	28,356	39,950	44,480	49,000	8	37,912
Newspaper Publicat	Business, Economics	14,500	25,480	32,916	35,500	56,500	11	32,202
	Education	14,500	20,000	30,000	37,953	51,000	13	31,131
	English & Journalism	21,265	28,340	37,000	46,000	72,155	53	39,515
	Fine & Applied Arts	24,000	27,000	31,000	36,400	55,000	13	33,974
	Foreign Languages	13,000	16,950	26,000	32,000	39,000	9	26,772
	Liberal Arts	20,301	28,940	35,000	43,680	59,500	37	37,286
	Social Sciences	21,298	28,000	35,000	42,108	58,167	25	36,586
Chemicals Allied Pd	Biomedical	30,000	32,220	39,209	45,000	54,013	16	39,886
	Business, Economics	21,000	26,000	36,900	48,400	56,600	13	39,353
	Education	26,000	29,600	34,000	34,000	41,000	11	33,548
	English & Journalism	26,530	33,000	38,000	43,150	49,010	22	37,871
	Foreign Languages	18,575	29,500	32,000	33,000	56,600	7	34,331
	Liberal Arts	26,000	30,000	37,500	46,800	49,200	13	38,300
	Physical Sciences	26,602	37,640	43,850	55,000	71,825	44	46,503
	Social Sciences	28,000	31,250	34,500	39,300	60,000	10	37,130
Processed Foods	Business, Economics	24,000	31,500	36,900	50,000	58,000	8	39,913
	English & Journalism	25,069	26,000	34,930	46,000	53,500	8	37,241
	Social Sciences	21,500	39,000	41,580	50,000	68,500	7	45,783
Pharmaceuticals	Biomedical	29,126	36,000	44,000	50,000	65,540	53	44,418
	Business, Economics	24,996	35,000	45,830	59,400	77,200	6	48,043
	English & Journalism	28,050	34,000	38,116	45,100	68,450	18	41,060
	Liberal Arts	26,500	32,500	38,000	47,950	61,500	17	41,319
	Physical Sciences	30,288	38,754	43,380	56,250	74,316	13	47,364
	Social Sciences	31,000	33,202	43,000	47,000	67,516	18	43,057
Petroleum Refining	Business, Economics	23,000	27,500	36,250	40,000	60,200	6	37,200
	Earth Sciences	30,000	38,020	47,500	60,000	66,900	6	48,320
	Education	30,000	30,518	33,720	37,974	50,700	9	35,861
	English & Journalism	30,700	36,000	42,506	49,000	70,000	12	44,682
	Liberal Arts	19,524	28,900	35,250	37,974	57,850	15	35,658
	Physical Sciences	34,950	51,800	55,900	61,000	86,500	17	57,253
	Social Sciences	30,400	34,500	41,750	52,800	82,000	12	45,839
Rubber Plastics Cem	English & Journalism	24,000	25,643	33,500	36,888	43,300	6	32,805
Metals Metal Prod	Education	23,500	25,700	30,450	35,000	36,100	6	30,200

Table 15d. Salary Distribution by Subject Field in Which Respondents Hold Degrees Within Type of Institution in United States

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Federal Government	Biomedical	$25,265	$30,887	$35,870	$41,795	$61,205	23	$38,146
	Business, Economics	28,446	32,879	36,850	41,000	47,671	18	37,169
	Earth Sciences	20,200	29,891	39,407	45,377	65,444	11	39,757
	Education	24,933	30,887	36,960	39,000	50,513	42	36,606
	English & Journalism	25,872	32,000	36,863	45,441	71,379	61	40,681
	Fine & Applied Arts	20,800	26,353	44,183	52,020	78,600	9	44,567
	Foreign Languages	25,350	30,887	37,000	44,021	55,766	21	38,845
	Liberal Arts	24,800	30,887	35,504	42,989	55,104	50	37,634
	Physical Sciences	27,172	38,000	46,500	52,300	70,950	23	46,001
	Social Sciences	25,572	31,070	39,000	44,183	65,206	65	40,352
Other Government	Biomedical	22,200	26,000	31,000	32,500	49,000	7	32,007
	Business, Economics	27,000	31,500	37,603	50,000	83,000	14	42,793
	Education	22,475	25,189	31,000	41,200	70,792	25	36,028
	English & Journalism	20,462	29,000	35,964	42,580	63,717	48	38,192
	Fine & Applied Arts	23,400	25,494	29,195	31,500	44,844	8	30,358
	Foreign Languages	21,600	29,931	35,535	41,300	60,410	18	36,939
	Law	31,872	32,000	49,710	59,000	71,000	8	50,178
	Liberal Arts	21,187	31,800	36,377	43,683	53,590	31	37,067
	Physical Sciences	23,700	30,082	33,237	36,000	41,674	8	33,241
	Philosophy & Religion	20,109	25,494	33,500	34,600	44,600	11	31,908
	Social Sciences	23,528	29,891	36,317	42,000	70,408	44	38,303
Public Library-Subjt	English & Journalism	27,000	33,000	38,147	45,000	50,000	12	39,216
	Liberal Arts	18,400	25,000	29,500	36,407	39,566	9	30,742
	Social Sciences	20,000	30,000	34,800	44,727	48,000	14	35,305
Public Libr-Genl	Education	25,000	28,500	35,169	37,500	75,000	10	38,924
	English & Journalism	23,304	30,900	33,990	37,596	62,741	15	37,002
	Foreign Languages	26,000	37,032	39,311	54,561	60,000	6	42,703
	Liberal Arts	21,300	23,000	32,236	54,561	76,000	10	39,090
	Social Sciences	21,000	27,000	29,838	34,000	77,000	14	33,289
Academic-Subj Dept	Biomedical	19,795	26,600	32,000	40,008	63,050	49	35,504
	Business, Economics	21,220	29,040	36,180	42,000	56,951	31	37,082
	Earth Sciences	22,247	29,000	34,135	37,000	64,000	16	36,059
	Education	19,505	25,400	29,680	36,960	53,126	43	31,958

Table 15d. *Continued*

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Academic-Subj Dept	Engineering	$19,100	$28,500	$30,564	$32,000	$37,350	6	$29,680
	English & Journalism	22,100	29,751	34,000	39,645	55,051	57	35,209
	Fine & Applied Arts	22,296	30,025	32,000	37,872	59,202	15	35,597
	Foreign Languages	22,499	27,500	31,000	42,500	89,233	26	39,288
	Law	27,000	38,900	57,000	69,000	96,000	10	57,138
	Liberal Arts	18,623	27,000	31,547	40,000	66,884	36	35,649
	Physical Sciences	23,300	34,000	39,600	48,000	64,026	34	40,941
	Philosophy & Religion	25,300	28,000	31,150	37,836	42,000	10	32,571
	Social Sciences	20,485	28,000	33,900	40,470	66,993	73	36,739
	No Response	20,815	27,000	35,000	40,934	56,000	13	35,173
Academic-Genl Campus	Biomedical	23,233	27,600	30,521	36,500	62,865	38	34,166
	Business, Economics	25,409	30,220	37,018	47,800	92,167	31	42,986
	Earth Sciences	20,942	25,000	28,840	41,057	50,535	16	33,489
	Education	19,567	27,500	31,812	40,100	67,835	32	35,424
	English & Journalism	19,906	28,000	36,000	42,000	61,169	43	37,102
	Fine & Applied Arts	21,200	29,000	31,000	31,500	39,780	11	30,403
	Foreign Languages	23,062	25,780	31,900	35,081	56,290	16	33,677
	Liberal Arts	15,655	24,068	31,752	38,213	52,614	39	32,693
	Physical Sciences	22,220	26,500	31,150	44,325	86,495	32	38,504
	Philosophy & Religion	25,000	26,000	27,090	28,000	57,255	8	31,985
	Social Sciences	20,995	29,000	34,645	41,000	55,451	67	35,852
Non-Profit Org Inst	Biomedical	23,344	24,700	32,000	43,000	52,833	33	34,362
	Business, Economics	22,667	29,500	39,780	50,100	73,392	25	42,754
	Earth Sciences	22,500	22,506	32,000	33,000	43,000	7	30,815
	Education	20,140	27,000	31,500	38,500	61,103	77	34,489
	Engineering	20,800	25,000	30,250	40,000	41,800	6	31,350
	English & Journalism	20,128	29,075	34,000	39,300	61,596	111	35,642
	Fine & Applied Arts	22,454	26,400	34,500	38,000	60,420	33	34,240
	Foreign Languages	20,842	28,002	34,000	41,143	49,529	45	35,031
	Liberal Arts	20,576	29,975	35,000	42,000	62,208	80	36,850
	Physical Sciences	23,700	32,000	40,750	50,310	78,825	30	44,135
	Philosophy & Religion	27,500	29,500	33,052	36,400	49,450	9	35,252
	Social Sciences	20,586	28,800	33,325	40,000	57,108	80	35,327

Table 15d. *Continued*

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Office Comp Acct Mac	Business, Economics	$21,000	$29,974	$34,000	$45,011	$70,000	7	$42,084
	English & Journalism	25,400	29,764	42,000	50,000	59,500	17	42,410
	Liberal Arts	28,500	31,000	39,000	44,000	55,000	15	39,673
	Social Sciences	28,600	35,350	44,428	53,800	70,000	10	45,701
Electrical Equip Sup	English & Journalism	30,276	31,400	33,431	34,500	48,000	10	34,497
	Liberal Arts	28,000	31,416	37,000	39,900	48,000	9	36,257
	Social Sciences	30,000	33,023	36,065	40,950	60,720	6	39,471
Aircraft Aerospace	Business, Economics	38,000	43,000	45,212	55,540	72,000	6	49,827
	Education	28,500	35,000	39,000	41,000	52,468	10	39,506
	English & Journalism	24,500	28,392	32,838	42,900	56,280	14	36,311
	Foreign Languages	35,484	39,915	43,500	47,528	50,700	6	43,438
	Liberal Arts	22,283	28,008	33,000	35,714	47,000	7	33,715
	Physical Sciences	28,350	35,376	38,247	41,000	45,120	6	37,723
	Social Sciences	26,250	28,500	32,500	39,468	44,500	20	33,955
Other Manufacturing	Biomedical	24,960	33,950	39,000	42,000	87,500	9	45,913
	Business, Economics	24,800	30,000	32,500	39,000	50,300	6	34,850
	Education	20,025	24,000	33,000	34,800	51,400	11	32,179
	English & Journalism	25,411	30,000	36,000	47,300	72,000	16	41,410
	Foreign Languages	26,000	27,500	30,000	32,000	57,400	7	36,557
	Liberal Arts	25,400	26,000	31,380	45,000	50,500	8	35,770
	Physical Sciences	26,300	31,200	43,525	54,000	56,880	16	42,671
	Social Sciences	18,360	30,000	36,600	39,999	45,863	16	34,824
Not Otherwise Specif	Biomedical	22,718	26,000	33,500	48,800	67,330	9	39,515
	Business, Economics	22,000	30,000	42,000	60,000	70,000	7	46,214
	Education	21,500	27,960	29,992	38,000	48,000	11	32,374
	English & Journalism	25,934	27,400	33,030	51,324	71,200	16	39,892
	Liberal Arts	23,359	29,500	35,770	42,000	55,550	18	36,599
	Social Sciences	23,480	29,300	33,800	46,000	65,000	20	39,621

**See item 8 of the questionnaire for the complete spelling of the abbreviations used in the table.*

Table 16a. Salary Distribution by Years of Other Professional Experience in Canada

Other Experience	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
1-2 yrs	$26,667	$35,500	$41,160	$47,944	$65,322	326	$42,496
3-5 yrs	28,250	35,000	42,000	48,000	68,497	61	42,865
6-10 yrs	27,082	33,072	39,500	50,000	69,504	30	42,443
11-15 yrs	26,440	28,500	43,000	49,800	73,000	9	43,471
16-20 yrs	29,000	38,500	45,048	50,040	92,000	7	50,655

Table 16b. Salary Distribution by Years of Other Professional Experience in United States

Other Experience	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
1-2 yrs	$22,037	$30,000	$36,000	$43,200	$63,952	3,019	$37,898
3-5 yrs	22,110	29,900	35,340	43,050	65,995	683	37,992
6-10 yrs	21,946	27,600	34,000	41,000	58,753	468	35,753
11-15 yrs	20,511	29,100	35,100	42,600	68,661	181	37,948
16-20 yrs	23,986	29,000	37,820	46,100	69,278	88	40,037
21-25 yrs	21,933	27,206	34,440	41,200	69,138	31	38,273
26 yrs or more	22,067	29,000	39,801	47,037	79,581	28	41,873

Table 16c. Salary Distribution by Years of Library Experience in Canada

Library Experience	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
1-2 yrs	$24,900	$28,655	$34,250	$39,990	$51,953	67	$35,385
3-5 yrs	26,900	33,000	37,000	40,000	52,346	68	37,273
6-10 yrs	26,909	35,400	40,000	45,120	58,613	115	41,007
11-15 yrs	29,430	39,000	44,000	50,000	64,011	91	45,110
16-20 yrs	32,470	42,245	47,500	52,000	76,462	50	48,741
21-25 yrs	33,050	41,100	46,787	52,000	71,900	23	48,181
26 yrs or more	38,000	46,000	52,650	66,000	100,134	24	59,469

Table 16d. Salary Distribution by Years of Library Experience in United States

Library Experience	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
1-2 yrs	$18,786	$24,400	$28,147	$34,000	$51,880	534	$30,274
3-5 yrs	20,175	26,000	30,000	35,000	46,949	531	31,078
6-10 yrs	22,243	29,500	34,000	40,000	54,645	1,003	35,285
11-15 yrs	24,388	32,000	38,000	44,600	60,570	1,046	39,073
16-20 yrs	25,408	33,480	39,500	48,000	68,299	731	41,745
21-25 yrs	26,987	35,000	42,000	52,000	75,412	356	45,155
26 yrs or more	26,933	37,100	44,500	56,054	81,462	297	48,239

Table 16e. Salary Distribution by Total Years of Professional Experience in Canada

Professional Experience	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
1-2 yrs	$23,500	$26,500	$33,722	$38,000	$48,038	17	$33,420
3-5 yrs	27,140	33,000	36,600	40,000	47,919	49	36,630
6-10 yrs	26,147	34,000	39,000	44,000	52,407	108	38,947
11-15 yrs	27,667	36,000	42,175	48,000	59,889	94	42,611
16-20 yrs	30,541	42,000	46,500	52,000	72,014	67	47,762
21-25 yrs	33,700	40,000	46,787	52,400	75,904	33	48,931
26 yrs or more	32,250	44,850	50,000	58,620	94,567	41	54,589

Table 16f. Salary Distribution by Total Years of Professional Experience in United States

Professional Experience	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
1-2 yrs	$17,888	$23,000	$26,400	$30,000	$35,976	125	$26,678
3-5 yrs	19,496	25,000	29,030	33,200	42,109	310	29,545
6-10 yrs	21,243	27,730	32,400	37,948	50,617	817	33,458
11-15 yrs	23,154	30,000	36,000	42,524	58,799	1,088	37,377
16-20 yrs	24,463	32,000	38,000	45,500	63,081	952	39,826
21-25 yrs	24,953	33,000	40,000	50,000	75,027	478	43,038
26 yrs or more	25,048	35,700	43,025	53,481	79,350	542	45,949

Table 17a. Salary Distribution by Total Years of Professional Experience for Men and Women in Canada

Total Professional Experience	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
1-2 yrs	Female	$23,500	$26,500	$32,000	$38,000	$48,038	15	$33,295
3-5 yrs	Female	26,925	33,000	36,800	40,000	48,399	42	36,746
	Male	33,000	33,000	36,000	37,608	40,000	7	35,930
6-10 yrs	Male	24,766	33,500	41,050	45,900	50,000	10	39,385
	Female	26,285	34,000	39,000	44,000	52,648	98	38,902
11-15 yrs	Female	28,000	36,000	42,375	49,400	58,625	82	42,889
	Male	28,000	32,000	38,700	43,000	70,000	11	41,139
16-20 yrs	Male	39,000	43,537	48,150	52,000	74,900	10	51,469
	Female	29,657	41,000	45,600	51,766	69,533	56	47,024
21-25 yrs	Female	33,700	40,000	46,712	52,400	75,904	32	48,944
26 yrs or more	Male	41,943	45,048	58,620	86,000	103,485	13	66,791
	Female	30,667	43,000	46,264	53,000	72,000	28	48,924

Table 17b. Salary Distribution by Total Years of Professional Experience for Men and Women in United States

Total Professional Experience	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
1-2 yrs	Female	$17,169	$23,000	$26,500	$30,000	$36,543	101	$26,832
	Male	20,700	22,932	25,744	27,000	34,631	24	26,030
3-5 yrs	Female	19,364	25,000	29,075	33,000	42,333	277	29,554
	Male	21,430	24,000	28,500	33,538	40,023	33	29,469
6-10 yrs	Male	21,572	28,200	33,000	38,500	52,611	115	34,385
	Female	21,189	27,500	32,100	37,500	50,199	699	33,316
11-15 yrs	Male	24,556	30,784	37,048	44,800	59,827	150	38,422
	Female	22,965	30,000	36,000	42,300	58,626	935	37,207
16-20 yrs	Female	24,274	32,000	38,032	45,500	62,713	814	39,772
	Male	25,585	31,700	38,000	45,500	66,046	134	40,217
21-25 yrs	Male	27,441	35,400	45,800	57,000	80,228	89	48,167
	Female	24,725	32,000	38,374	48,281	73,571	388	41,910
26 yrs or more	Male	28,389	41,000	48,000	60,410	92,984	135	52,551
	Female	24,275	35,000	41,500	50,000	71,865	405	43,668

Table 18a. Salary Distribution by Years With Present Employer in Canada

Years With Present Employer	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Less than One	$25,750	$33,000	$40,000	$45,000	$55,500	21	$39,364
One	25,733	29,500	35,400	40,000	55,168	48	36,349
Two	26,147	33,000	37,804	42,000	49,887	56	37,846
Three	26,468	35,000	39,000	43,000	58,267	47	39,843
Four	28,500	36,300	42,000	47,500	66,158	21	43,315
Five	23,406	32,000	40,000	46,000	69,664	31	41,361
6-10	29,887	36,000	41,160	46,000	58,836	96	42,076
11-15	33,883	42,245	48,000	52,000	84,167	65	50,710
16-20	29,608	40,000	46,500	54,400	63,629	27	47,448
21-25	28,655	43,000	49,850	55,920	75,000	14	51,325
26 or More	30,600	38,000	49,400	53,000	92,000	12	50,691

Table 18b. Salary Distribution by Years With Present Employer in United States

Years With Present Employer	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Less than One	$19,641	$27,000	$31,200	$38,000	$59,420	161	$33,665
One	20,763	26,500	31,000	37,500	53,157	626	32,880
Two	20,027	27,000	32,000	38,500	54,336	483	33,487
Three	21,733	28,000	32,500	38,832	59,294	399	34,934
Four	21,496	29,163	34,410	42,500	60,262	284	36,480
Five	20,982	29,604	34,900	42,000	62,874	356	36,813
6-10	23,275	30,499	37,000	44,040	62,441	987	38,581
11-15	24,409	32,450	39,800	48,281	70,884	559	41,859
16-20	27,217	35,485	41,398	51,000	71,370	332	44,229
21-25	25,352	35,064	42,580	51,000	72,861	181	44,440
26 or More	28,272	36,407	42,000	53,700	76,678	136	46,002

Table 19a. Salary Distribution by Number of Employers for Canada

Number of Employers	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
One	$25,289	$32,000	$38,028	$46,500	$61,182	108	$39,527
Two	26,766	35,000	39,566	46,000	64,282	122	41,284
Three	28,847	38,500	42,546	49,500	66,605	96	44,282
Four	33,137	39,000	44,000	50,000	65,719	57	45,412
Five	28,000	39,990	48,700	52,080	84,743	20	49,567
Six	36,000	40,000	44,000	45,700	65,000	12	44,842

Table 19b. Salary Distribution by Number of Employers for United States

Number of Employers	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
One	$20,045	$27,430	$33,000	$40,500	$59,142	1,146	$35,117
Two	22,329	29,100	34,887	42,500	62,420	1,122	37,159
Three	23,313	30,000	36,600	43,300	62,984	927	38,201
Four	24,332	32,000	38,000	46,800	69,598	576	40,817
Five	23,545	31,000	37,100	45,500	71,810	329	40,404
Six	21,813	30,887	35,484	45,000	66,312	163	38,760
Seven	24,952	32,000	38,000	46,000	71,650	79	41,549
Eight	21,750	30,680	35,250	40,000	66,225	38	37,360
Nine	26,675	32,331	39,704	42,108	55,260	20	39,358
Ten or More	23,758	32,000	37,500	47,403	57,875	37	39,437

Table 20a. Distribution of Respondents by Race and Minority Group Categories in Canada

Category	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Asian, Pac Islander	$31,000	$35,800	$42,000	$46,000	$56,000	15	$42,316
White	26,676	35,000	41,320	48,000	67,801	413	42,676

Table 20b. Distribution of Respondents by Race and Minority Group Categories in United States

Category	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Amer Indian, Alaskan	$24,300	$30,500	$37,000	$48,000	$61,890	18	$39,810
Asian, Pac Islander	23,333	29,800	37,250	43,000	58,890	122	37,667
Black	21,729	27,800	32,000	39,000	57,075	118	34,546
Hispanic	20,299	26,020	32,128	40,000	57,305	48	34,641
White	22,016	29,900	35,737	43,200	64,666	4,148	37,871

Table 21a. Age Distribution of Respondents in Canada and United States

Age Group	1970	1973	1976	1979	1982	1985	1988	1990
20-29	10%	16%	21%	20%	16%	10%	7%	6%
30-39	18	21	24	32	40	43	41	35
40-49	32	27	23	19	19	23	30	36
50-59	29	27	25	21	18	18	16	17
60 & over	10	9	7	7	6	6	6	6
No Response	1	<1	<1	1	1	<1	<1	<1
	100%	100%	100%	100%	100%	100%	100%	100%

Table 21b. Salary Distribution by Age Group in Canada

Age Group	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
20-29	$24,250	$29,000	$34,225	$39,500	$49,149	44	$35,186
30-39	26,954	35,000	39,000	45,000	57,074	170	40,069
40-49	28,120	38,700	43,621	50,000	70,330	142	45,050
50-59	27,136	39,990	45,150	52,477	82,164	62	47,708
60 & over	32,270	41,943	49,900	52,400	85,891	18	50,202

Table 21c. Salary Distribution by Age Group in United States

Age Group	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
20-29	$18,928	$25,000	$28,832	$33,400	$43,847	264	$29,622
30-39	21,626	28,900	34,000	40,125	55,831	1,572	35,407
40-49	22,897	30,600	37,000	45,000	66,116	1,615	39,258
50-59	22,531	30,636	37,954	47,400	70,834	758	40,401
60 & over	24,173	33,000	38,928	49,140	77,965	284	42,821

Table 22a. Employment Status,
April 1, 1989 March 31, 1990
for Canada

Employed	337
Unemployed for Some Portion	21
Invalid Responses	42

Table 22b. Employment Status,
April 1, 1989 March 31, 1990
for United States

Employed	4,089
Unemployed for Some Portion	267
Invalid Responses	572

Table 23a. Salary Distribution by Job Title in Canada

Job Title	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Manager	$32,516	$40,000	$46,000	$51,300	$77,663	172	$48,291
Asst. Section Head	32,575	38,000	45,000	51,000	67,797	43	46,109
Libr. Info Specialist	26,015	32,000	37,000	42,000	52,762	207	37,617
Support Staff	18,500	26,200	27,200	28,000	40,000	7	28,049

Table 23b. Salary Distribution by Job Title in United States

Job Title	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Manager	$26,296	$35,000	$42,000	$52,000	$74,091	1,573	$44,549
Asst. Section Head	22,775	30,000	36,408	42,288	56,462	577	37,006
Libr. Info Specialist	20,912	27,185	32,000	38,000	50,346	2,230	33,142
Support Staff	15,117	20,000	21,700	27,500	47,923	29	25,714

Table 23c. Salary Distribution by Job Titles Within Major Regions in Canada

Job Title	MA/ Census Division	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Manager	Ottawa	$33,000	$45,000	$51,000	$54,316	$80,450	19	$52,209
	Montreal	33,000	39,000	48,000	54,000	78,206	23	49,936
	Toronto	33,298	40,300	46,000	50,648	74,486	98	47,966
	Calgary-Edmonton	31,250	38,000	43,704	45,000	66,100	19	44,309
	Victoria-Vancouver	38,056	39,500	42,500	47,000	103,485	8	50,305
Asst Section Head	Calgary-Edmonton	35,000	36,000	50,250	51,324	57,000	8	47,276
	Toronto	31,750	37,000	44,000	50,000	57,650	21	44,090
	Montreal	31,800	36,000	42,660	46,000	62,888	8	43,224
Libr Info Specialist	Canada	25,350	32,892	40,000	46,898	55,808	15	40,398
	Calgary-Edmonton	27,667	36,000	39,500	43,000	51,873	30	39,651
	Toronto	26,929	32,125	36,300	40,000	51,953	90	37,163
	Montreal	25,697	29,000	35,925	43,660	53,879	48	37,524
	Victoria-Vancouver	26,500	28,000	35,809	38,500	50,489	12	36,276
	Ottawa	24,766	27,000	34,144	39,000	45,900	12	34,175

Table 23d. Salary Distribution by Job Titles With Census Divisions in United States

Job Title	Census Division	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Manager	Middle Atlantic	$28,394	$38,700	$47,900	$57,000	$78,275	371	$48,875
	Pacific	29,334	37,000	45,000	52,770	70,590	271	46,061
	New England	26,977	35,750	41,625	52,500	75,106	140	44,859
	South Atlantic	26,002	34,000	41,500	51,000	76,582	263	44,525
	East North Central	24,431	33,000	39,678	50,000	68,715	274	42,013
	West North Central	26,236	31,687	37,750	46,100	74,135	87	41,251
	West South Central	25,304	31,550	37,000	44,700	64,331	85	39,601
	East South Central	18,842	29,000	34,500	40,000	59,500	30	35,871
	Mountain	23,697	30,000	34,250	42,000	58,877	52	37,062
Asst Section Head	Middle Atlantic	24,789	33,000	38,500	44,850	58,286	135	39,453
	Pacific	22,116	32,000	37,868	45,000	56,583	94	38,510
	East North Central	24,737	29,000	36,408	42,235	52,913	77	36,742
	South Atlantic	24,902	31,000	36,360	43,000	62,572	113	38,302
	New England	22,715	31,000	35,500	38,900	47,627	38	34,810
	West South Central	23,167	27,495	33,000	40,000	56,120	27	35,194
	West North Central	19,663	26,500	31,426	34,234	47,040	35	31,852
	Mountain	18,374	25,500	30,950	40,000	47,307	28	32,949
	East South Central	20,667	27,836	30,624	36,500	41,797	30	31,291
Libr Info Specialist	Pacific	22,522	29,640	34,912	40,000	52,518	396	35,390
	New England	20,303	29,000	33,906	38,000	47,502	166	33,437
	Middle Atlantic	22,795	29,000	33,750	39,200	52,956	496	34,895
	South Atlantic	21,650	26,200	31,980	37,250	52,253	369	33,127
	East North Central	20,954	26,353	31,000	36,000	47,603	386	31,890
	East South Central	19,425	24,314	30,856	35,867	40,008	53	29,978
	West South Central	18,806	26,000	30,100	35,300	46,925	148	31,110
	Mountain	17,747	23,793	28,395	35,000	43,589	95	29,475
	West North Central	18,756	24,600	28,100	32,000	42,241	121	28,977
Support Staff	Pacific	18,648	20,108	26,000	31,200	52,468	7	28,963
	Middle Atlantic	20,000	20,500	21,429	24,577	40,000	6	24,656

Table 24a. Salary Distribution by Job Title for Men and Women in Canada

Job Title	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Manager	Male	$37,975	$45,000	$50,550	$70,000	$100,134	20	$59,826
	Female	32,238	40,000	45,050	50,648	69,786	152	46,774
Asst. Section Head	Female	32,575	37,000	45,000	51,000	58,797	37	45,043
Libr. Info Specialist	Male	26,922	33,500	38,584	43,000	57,640	31	39,420
	Female	25,933	32,000	36,864	42,000	51,854	175	37,307
Support Staff	Female	18,500	26,200	27,200	28,000	40,000	7	28,049

Table 24b. Salary Distribution by Job Title for Men and Women in United States

Job Title	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Manager	Male	$26,928	$38,756	$47,000	$58,000	$87,790	269	$50,442
	Female	26,168	34,500	40,565	50,211	69,888	1,298	43,339
	No Response	30,000	34,000	38,825	41,208	70,000	6	42,143
Asst. Section Head	Male	24,660	29,680	37,150	42,000	52,865	84	37,259
	Female	22,408	30,000	36,000	42,288	57,078	491	36,933
Libr. Info Specialist	Male	21,939	28,000	33,000	39,407	55,724	321	34,778
	Female	20,749	27,000	32,000	37,800	49,282	1,904	32,866
Support Staff	Male	15,400	20,500	31,000	33,500	52,468	7	31,124
	Female	14,975	20,000	21,429	26,000	45,650	22	23,993

Table 25a. Salary Distribution by Budget Range in Canada

Budget Range	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Under $25,000	$25,579	$27,900	$32,500	$40,000	$58,658	15	$36,638
$25,000-49,999	24,492	28,500	33,100	35,258	57,500	24	34,504
$50,000-74,999	24,900	29,000	35,925	39,528	48,467	34	35,392
$75,000-99,999	27,500	32,508	36,800	40,000	51,349	38	37,352
$100,000-249,999	28,189	37,000	41,000	45,000	54,023	123	40,936
$250,000-499,999	27,500	39,000	45,120	50,000	68,824	79	45,447
$500,000-749,999	36,170	43,000	48,300	51,035	60,750	23	47,916
$750,000-1,000,000	32,000	43,100	51,883	52,477	60,000	14	48,766
Above $1,000,000	28,785	40,000	51,000	60,581	84,271	42	53,147

Table 25b. Salary Distribution by Budget Range in United States

Budget Range	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Under $25,000	$14,764	$22,500	$27,400	$35,000	$47,246	152	$28,970
$25,000-49,999	19,664	24,696	28,000	32,000	45,425	236	29,453
$50,000-74,999	20,799	27,000	31,000	35,350	44,743	307	31,672
$75,000-99,999	21,859	27,500	32,000	37,294	47,313	288	33,013
$100,000-249,999	23,328	30,000	35,000	40,200	51,538	991	35,799
$250,000-499,999	25,132	32,916	39,000	46,100	60,840	639	40,318
$500,000-749,999	24,052	32,700	41,000	50,000	68,458	293	42,728
$750,000-1,000,000	24,018	33,000	40,000	50,000	68,681	243	42,343
Above $1,000,000	23,877	32,900	41,000	54,000	79,653	767	44,850

Table 26a. Salary Distribution by Budget Range With Organizational Entity in Canada

Budget Range	Organizational Entity	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Under $25,000	Library	$27,900	$30,600	$31,250	$50,000	$59,316	6	$38,386
$25,000-49,999	Library	24,000	28,500	32,000	34,200	38,298	12	31,149
$50,000-74,999	Library	24,850	28,655	34,250	39 528	50,000	20	35,014
	Information Center	25,000	32,000	36,300	38,000	45,048	7	36,573
	Other	27,000	33,500	36,000	36,200	41,000	7	35,291
$75,000-99,999	Library	27,000	32,125	36,480	41,437	53,150	24	37,417
	Information Center	28,000	28,000	35,000	37,000	48,000	7	35,257
	Other	33,072	34,000	38,750	40,000	40,000	6	37,429
$100,000-249,999	Library	29,815	38,000	40,000	44,000	52,900	79	40,854
	Information Center	25,983	35,000	41,080	46,300	50,690	20	39,907
	Other	26,250	35,800	41,950	46,898	60,500	22	41,935
$250,000-499,999	Library	30,250	39,000	46,250	50,648	58,902	42	45,439
	Information Center	21,750	32,000	43,000	47,500	74,500	21	42,649
	Other	29,000	43,900	45,600	47,000	103,485	13	50,095
$500,000-749,999	Library	35,800	42,950	49,500	54,400	59,000	11	48,150
	Other	40,300	44,000	47,939	48,300	51,035	7	46,725
$750,000-1,000,000	Library	39,000	43,100	52,000	52,300	56,000	7	49,268
	Information Center	32,000	40,000	51,766	52,080	60,000	7	48,264
Above $1,000,000	Library	29,297	41,320	51,000	60,581	83,694	29	53,764
	Information Center	27,246	35,400	47,525	58,620	70,200	6	47,753

Table 26b. Salary Distribution by Budget Range With Organizational Entity in United States

Budget Range	Organizational Entity	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Under $25,000	Library	$14,238	$22,000	$27,000	$32,000	$44,853	82	$27,593
	Information Center	18,250	24,000	32,300	40,000	54,500	22	32,834
	Other	15,652	22,500	28,950	35,000	46,450	40	29,184
$25,000-49,999	Library	19,188	24,350	27,850	31,883	43,179	140	28,742
	Information Center	22,980	27,500	31,000	36,204	47,895	37	32,351
	Other	19,622	24,000	28,725	32,000	50,100	46	30,029
$50,000-74,999	Library	20,667	27,000	30,700	34,824	43,505	198	31,084
	Information Center	23,469	29,800	32,084	38,000	42,145	41	33,385
	Other	21,277	26,020	31,000	37,500	48,963	57	32,607
$75,000-99,999	Library	22,056	27,200	32,000	36,960	44,775	195	32,553
	Information Center	21,550	29,000	34,225	38,800	56,500	40	35,151
	Other	21,866	26,000	33,079	38,600	48,060	47	33,073
$100,000-249,999	Library	23,003	30,000	35,000	40,000	50,278	645	35,288
	Information Center	24,536	30,400	36,000	41,500	52,464	189	36,752
	Other	23,616	30,635	36,000	42,000	55,122	137	36,802
$250,000-499,999	Library	24,566	32,400	38,800	45,000	58,128	409	39,431
	Information Center	25,680	34,500	40,831	52,000	66,074	121	43,221
	Other	26,702	32,000	39,000	47,397	62,342	91	40,986
$500,000-749,999	Library	23,412	32,100	41,104	48,000	66,585	164	41,668
	Information Center	26,321	33,000	41,000	51,800	63,850	59	43,133
	Other	23,886	32,300	41,836	57,000	75,000	62	45,571
$750,000-1,000,000	Library	23,344	31,623	38,500	47,320	64,038	149	40,368
	Information Center	25,833	36,400	45,500	52,000	66,267	55	44,942
	Other	27,140	34,000	44,000	52,000	83,725	33	46,413
Above $1,000,000	Library	23,340	31,793	39,780	52,050	78,163	581	43,515
	Information Center	31,338	40,000	47,625	56,000	78,344	92	49,990
	Other	25,615	35,000	44,011	60,000	92,107	72	49,946

Table 27a. Salary Distribution by Budget Range With Type of Institution in Canada

Budget Range	Type of Institution*	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
$75,000-99,999	Other Government	$28,000	$33,462	$38,000	$46,000	$49,097	6	$38,760
	Accounting	29,000	30,000	32,154	34,000	39,500	6	32,801
$100,000-249,999	Other Government	35,083	37,000	41,900	42,000	49,644	11	40,610
	Academic-Subj Dept	37,000	38,852	43,894	50,500	51,000	6	44,190
	Non-Profit Org Inst	24,883	38,022	40,000	43,000	47,700	21	39,419
	Accounting	29,000	31,500	35,000	36,500	50,000	9	35,667
	Insurance	26,200	33,000	35,400	38,459	41,000	10	34,626
	Legal Services	35,000	37,000	40,000	42,400	57,500	11	42,082
	Newspaper Publicat	36,000	38,584	39,990	40,000	49,800	7	40,959
$250,000-499,999	Federal Government	45,000	46,500	47,264	52,400	54,316	6	48,791
	Other Government	30,500	38,700	45,120	47,500	51,000	13	43,931
	Academic-Subj Dept	25,000	29,500	45,000	49,500	62,888	7	45,555
	Non-Profit Org Inst	29,000	42,350	45,000	45,600	62,500	11	44,345
	Trans Pub Util Comm	36,000	44,876	49,634	52,000	54,800	8	48,118
Above $1,000,000	Academic-Genl Campus	27,000	35,000	50,000	60,000	78,000	14	49,515

**See item 8 of the questionnaire for the complete spelling of the abbreviations used in the table.*

Table 27b. Salary Distribution by Budget Range With Type of Institution in United States

Budget Range	Type of Institution*	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
Under $25,000	Federal Government	$22,700	$24,000	$28,000	$35,870	$46,571	7	$32,131
	Other Government	13,500	23,000	30,032	38,063	43,000	12	30,138
	Academic-Subj Dept	21,000	22,020	24,500	28,800	29,000	6	24,970
	Non-Profit Org Inst	15,369	22,000	25,000	30,000	42,067	26	26,649
	Trans Pub Util Comm	22,400	26,000	29,400	37,560	38,700	6	30,527
	Engineer Archit Serv	19,000	21,000	25,500	27,206	32,000	8	24,945
	Consulting Services	16,250	27,000	31,338	40,000	52,250	16	32,769
	Newspaper Publicat	13,000	15,600	20,000	27,000	30,000	14	20,928
	Not Otherwise Specif	21,000	22,000	25,200	26,186	29,740	7	25,155
$25,000-49,999	Federal Government	20,200	25,529	29,891	31,883	38,855	7	29,516
	Other Government	20,905	24,000	28,000	30,948	38,540	17	28,056
	Academic-Subj Dept	20,246	24,400	30,000	34,000	48,192	15	30,979
	Non-Profit Org Inst	18,931	24,000	26,000	30,500	45,500	42	28,083
	Bank Finance Real Est	23,233	25,000	26,500	27,000	56,000	7	31,462
	Engineer Archit Serv	21,000	23,920	27,020	30,300	37,000	20	27,563
	Advertising Market	23,500	27,000	28,750	37,000	55,000	8	33,250
	Consulting Services	20,750	26,000	30,000	34,000	39,260	15	30,290
	Other Non-Manufact	26,000	27,000	30,000	32,500	45,000	9	32,167
	Newspaper Publicat	16,120	19,000	23,466	30,000	35,000	10	24,685
	Other Manufacturing	15,000	24,800	30,090	32,000	72,000	10	31,938
$50,000-74,999	Federal Government	26,700	29,891	33,936	38,855	51,000	14	35,329
	Other Government	23,001	25,600	31,000	35,505	46,588	17	32,223
	Academic-Subj Dept	21,130	27,430	31,000	35,000	48,999	24	32,580
	Non-Profit Org Inst	18,435	25,000	30,000	33,390	41,483	59	29,432
	Trans Pub Util Comm	26,940	30,100	33,819	36,000	44,000	13	34,256
	Engineer Archit Serv	20,680	27,450	31,074	32,800	39,175	20	30,349
	Advertising Market	26,500	28,000	30,000	33,732	43,000	8	32,154
	Legal Services	22,000	23,100	34,500	38,000	46,000	9	33,233
	Consulting Services	26,300	30,000	35,000	38,000	52,767	25	35,867
	Newspaper Publicat	22,000	24,000	30,500	33,000	35,805	8	29,899
	Chemicals Allied Pd	20,000	26,000	29,640	37,640	42,760	13	31,400
	Pharmaceuticals	24,996	30,000	32,400	34,600	40,000	7	32,885
	Office Comp Acct Mac	21,000	29,548	32,300	35,350	36,000	6	31,083

Table 27b. *Continued*

Budget Range	Type of Institution*	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
$50,000-74,999	Electrical Equip Sup	$27,000	$29,000	$31,000	$33,862	$38,000	7	$31,850
	Aircraft Aerospace	25,000	30,160	31,000	32,000	38,000	7	31,480
	Other Manufacturing	20,613	22,800	29,940	34,440	45,150	15	30,674
	Not Otherwise Specif	22,000	25,000	29,600	33,000	38,000	8	29,485
$75,000-99,999	Federal Government	24,280	30,500	35,369	39,000	43,150	20	34,900
	Other Government	20,142	26,080	32,237	35,900	46,464	18	32,350
	Academic-Subj Dept	22,700	26,000	31,660	37,000	43,988	16	32,128
	Academic-Genl Campus	26,250	26,500	30,376	32,000	40,000	8	30,630
	Non-Profit Org Inst	22,190	27,000	31,452	36,000	43,440	45	32,038
	Trans Pub Util Comm	26,300	33,400	39,984	40,500	53,000	11	37,681
	Bank Finance Real Est	21,000	30,000	34,000	40,000	81,000	10	37,360
	Engineer Archit Serv	23,000	27,040	32,000	36,000	39,750	15	31,750
	Advertising Market	20,000	27,500	29,000	29,520	50,000	7	30,617
	Legal Services	25,260	27,500	33,384	39,900	49,000	15	35,107
	Consulting Services	26,250	30,000	34,450	3[illegible],250	45,600	17	34,736
	Other Non-Manufact	21,000	23,330	32,650	36,000	45,200	12	31,994
	Newspaper Publicat	23,500	26,000	31,000	31,980	36,200	16	29,955
	Chemicals Allied Pd	24,000	29,224	38,000	39,000	41,000	9	35,303
	Office Comp Acct Mac	21,000	28,600	29,582	33,600	35,000	6	29,561
	Aircraft Aerospace	25,000	37,000	38,730	41,000	58,200	10	39,898
	Other Manufacturing	21,720	29,000	36,960	37,076	50,000	7	35,108
$100,000-249,999	Federal Government	26,485	30,160	34,871	38,855	46,754	59	35,116
	Other Government	23,661	30,082	35,050	41,000	54,500	54	35,851
	Public Libr-Genl	21,000	21,300	27,800	32,334	38,708	7	28,706
	Academic-Subj Dept	20,701	28,200	32,886	39,050	49,680	74	33,896
	Academic-Genl Campus	20,063	26,500	29,950	36,000	45,572	36	31,659
	Non-Profit Org Inst	23,653	30,000	34,000	40,000	49,233	157	35,335
	Mining Agric For Fis	28,100	30,800	38,200	39,100	47,000	7	37,457
	Trans Pub Util Comm	23,000	32,600	36,450	39,299	48,267	32	36,504
	Bank Finance Real Est	25,905	32,000	38,000	43,000	60,500	33	39,195
	Accounting	22,750	26,000	30,250	36,500	51,500	22	32,334
	Hosp Medical Service	22,700	30,000	36,500	40,000	45,000	21	35,298
	Engineer Archit Serv	23,093	31,200	33,000	41,000	50,667	30	35,248
	Insurance	26,000	30,000	37,000	42,758	46,733	26	36,390

Table 27b. *Continued*

Budget Range	Type of Institution*	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
$100,000-249,999	Advertising Market	$24,250	$34,000	$40,000	$49,000	$54,800	23	$40,661
	Legal Services	23,998	29,217	34,750	40,678	50,332	70	35,627
	Consulting Services	25,000	32,000	36,200	40,000	58,071	31	38,324
	Other Non-Manufact	26,173	30,000	33,650	41,000	49,333	30	35,516
	Textiles Wood Paper	29,000	31,000	36,400	43,500	46,661	11	37,504
	Newspaper Publicat	20,694	28,940	34,476	40,000	50,000	37	34,625
	Chemicals Allied Pd	24,144	32,000	37,200	42,000	51,298	35	36,994
	Processed Foods	31,500	33,800	39,000	50,000	58,000	9	42,653
	Pharmaceuticals	24,533	33,660	39,500	43,200	55,233	26	38,734
	Petroleum Refining	30,700	32,500	35,510	37,536	52,000	12	36,933
	Rubber Plastics Cerm	28,000	28,000	31,500	32,000	46,365	9	32,696
	Office Comp Acct Mac	24,000	31,200	35,000	40,000	46,388	18	35,402
	Electrical Equip Sup	24,050	31,000	37,000	40,000	45,600	17	35,600
	Aircraft Aerospace	24,142	32,000	35,887	43,000	47,264	22	36,786
	Other Manufacturing	23,192	26,201	33,950	38,000	50,800	29	34,073
	Not Otherwise Specif	29,783	32,000	40,000	41,100	52,500	11	38,955
$250,000-499,999	Federal Government	26,700	32,000	39,960	49,010	61,535	37	41,249
	Other Government	25,674	31,000	41,640	45,000	71,500	20	40,992
	Public Library-Subjt	27,000	27,800	36,500	40,000	55,406	8	37,309
	Public Libr-Genl	23,000	25,000	27,654	37,500	44,000	6	30,801
	Academic-Subj Dept	24,585	31,000	34,900	41,000	56,901	64	36,611
	Academic-Genl Campus	19,781	27,950	35,000	40,000	48,942	29	34,287
	Non-Profit Org Inst	23,625	33,020	39,400	45,000	56,705	77	39,449
	Trans Pub Util Comm	30,900	40,000	43,080	46,320	59,250	23	43,987
	Bank Finance Real Est	33,250	37,500	41,100	55,000	64,000	14	45,318
	Accounting	23,900	29,000	33,300	38,000	55,800	19	35,811
	Engineer Archit Serv	28,050	35,600	40,000	40,800	43,000	8	38,306
	Insurance	28,425	35,380	39,000	45,000	64,750	18	41,187
	Advertising Market	30,000	36,000	46,900	56,000	72,000	12	47,150
	Legal Services	26,153	32,000	42,000	48,700	62,417	57	41,670
	Consulting Services	35,250	37,500	45,000	54,000	71,500	17	47,787
	Other Non-Manufact	28,320	31,000	40,000	42,000	48,350	12	38,368
	Newspaper Publicat	24,721	32,916	38,500	45,968	53,000	33	38,878

Table 27b. *Continued*

Budget Range	Type of Institution*	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
$250,000-499,999	Chemicals Allied Pd	$27,267	$34,000	$39,540	$46,800	$54,342	25	$40,934
	Processed Foods	26,080	36,000	41,000	50,000	70,644	17	45,083
	Pharmaceuticals	35,800	37,500	46,290	52,000	56,875	19	45,585
	Petroleum Refining	29,950	34,000	42,200	50,700	62,050	15	44,049
	Rubber Plastics Cerm	25,643	27,000	40,000	43,300	54,000	7	38,460
	Office Comp Acct Mac	28,100	33,400	39,049	45,011	58,000	14	39,813
	Electrical Equip Sup	25,656	31,900	36,300	37,000	60,720	7	37,756
	Aircraft Aerospace	28,004	31,200	36,758	41,000	49,920	16	37,096
	Other Manufacturing	25,461	34,500	39,000	47,000	57,950	16	40,475
	Not Otherwise Specif	27,400	36,240	45,325	50,000	72,000	9	45,773
$500,000-749,999	Federal Government	24,151	30,887	41,255	45,000	62,205	20	40,405
	Other Government	29,891	31,661	43,683	66,792	68,320	9	47,477
	Academic-Subj Dept	20,067	32,000	39,273	44,080	60,667	30	39,180
	Academic-Genl Campus	24,500	27,000	33,000	38,500	46,075	15	33,844
	Non-Profit Org Inst	24,264	30,469	41,150	53,774	68,781	28	43,058
	Trans Pub Util Comm	30,000	32,300	35,000	41,208	54,860	7	38,642
	Bank Finance Real Est	26,750	35,000	43,250	50,000	57,000	8	43,469
	Accounting	26,000	27,000	35,000	37,900	59,000	9	36,222
	Engineer Archit Serv	30,500	32,700	37,820	40,000	42,660	6	36,917
	Insurance	27,000	33,400	39,500	40,000	57,448	7	39,764
	Legal Services	26,167	31,500	43,500	52,760	68,333	27	44,516
	Consulting Services	23,000	28,000	48,000	50,000	70,000	9	46,733
	Other Non-Manufact	30,000	35,352	42,250	48,000	73,000	8	45,969
	Newspaper Publicat	21,500	32,000	45,000	63,000	77,000	13	48,328
	Chemicals Allied Pd	18,575	34,000	45,300	49,020	80,000	11	44,634
	Pharmaceuticals	34,550	41,375	47,000	50,000	62,950	15	47,127
	Petroleum Refining	18,648	32,000	46,150	53,000	85,000	12	47,719
	Aircraft Aerospace	28,392	34,476	45,560	47,424	56,280	8	43,704
	Other Manufacturing	25,822	32,000	47,000	53,500	72,000	9	47,041
	Not Otherwise Specif	31,000	47,500	49,662	57,400	58,872	6	49,016
$750,000-1,000,000	Federal Government	30,535	33,875	38,532	41,795	67,850	22	41,178
	Other Government	25,600	31,000	39,302	40,880	42,524	8	36,608
	Academic-Subj Dept	23,159	28,000	37,000	56,000	71,092	28	41,337
	Academic-Genl Campus	19,813	25,700	30,100	38,380	66,500	24	34,902

Table 27b. *Continued*

Budget Range	Type of Institution*	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Mean
$750,000-1,000,000	Non-Profit Org Inst	$27,750	$34,500	$40,201	$48,670	$63,800	24	$43,042
	Bank Finance Real Est	32,000	33,000	42,050	46,000	56,000	8	42,200
	Legal Services	28,500	34,000	40,000	50,000	70,750	17	44,426
	Consulting Services	31,000	33,540	37,850	47,000	60,000	14	41,531
	Newspaper Publicat	33,700	40,000	49,800	52,500	68,257	11	48,390
	Chemicals Allied Pd	34,200	40,000	49,000	53,000	66,500	11	49,245
	Pharmaceuticals	23,000	34,065	48,000	52,600	64,000	13	44,728
	Petroleum Refining	40,000	40,000	43,000	46,400	55,000	9	45,179
Above $1,000,000	Federal Government	27,531	35,600	42,000	52,020	71,355	97	44,760
	Other Government	23,425	32,000	40,800	54,000	72,821	37	43,868
	Public Library-Subjt	19,504	27,000	33,500	39,000	50,557	25	34,110
	Public Libr-Genl	27,465	33,990	40,561	59,990	78,526	30	47,483
	Academic-Subj Dept	21,635	27,250	36,732	50,460	88,603	89	42,590
	Academic-Genl Campus	22,120	27,985	35,300	43,668	71,792	181	38,481
	Non-Profit Org Inst	26,066	34,234	47,000	62,856	87,785	52	50,054
	Trans Pub Util Comm	35,450	37,500	38,100	45,500	80,500	16	46,263
	Bank Finance Real Est	30,375	40,000	45,000	63,000	81,250	35	52,024
	Engineer Archit Serv	27,000	30,000	45,000	53,000	58,000	9	42,542
	Legal Services	29,667	44,000	51,500	62,500	84,667	26	54,192
	Consulting Services	32,000	33,000	46,500	55,500	77,000	9	47,739
	Other Non-Manufact	22,200	32,000	47,000	65,000	97,000	9	51,951
	Newspaper Publicat	39,000	39,390	48,000	55,000	85,000	13	51,046
	Chemicals Allied Pd	33,500	39,000	46,800	55,000	75,400	17	48,472
	Pharmaceuticals	35,550	42,000	47,568	59,400	74,379	39	51,597
	Petroleum Refining	37,260	45,200	56,000	61,000	85,000	19	57,212
	Office Comp Acct Mac	30,000	40,000	49,600	53,800	70,000	12	48,776
	Aircraft Aerospace	25,600	28,500	40,900	55,540	72,000	6	43,907
	Other Manufacturing	29,760	33,000	47,250	55,000	75,000	8	47,346
	Not Otherwise Specif	26,312	29,992	42,486	65,000	72,000	8	46,951

*Number of the most complete codes used in coding of the above variables will be supplied.

Table 28a. Benefits Reported in Canada for Full and Part-Time Employees

Full-Time Employees

Benefit	Number	Fully Paid (#)	Fully Paid (%)	Partially Paid (#)	Partially Paid (%)
Health Insurance	396	253	64	143	36
Dental Insurance	400	178	45	222	55
Group Life Insurance	381	196	51	185	49
Long-Term Disability Insurance	389	186	48	203	52
Short-Term Disability Insurance	332	207	62	125	38
Pension Retirement	385	139	36	246	64
Maternity Leave	249	135	54	114	46
Child Care	32	10	31	22	69
Sick Leave	403	351	87	52	13
Annual Leave	421	410	97	11	3
Personal Leave	166	120	72	46	28
Administrative Leave	114	90	79	24	21
Sabbatical Leave	74	27	36	47	64
Compensatory Time	88	72	82	16	18
Attendance Travel Prof'l Meetings	391	323	83	68	17
Leave for Prof'l Meetings	356	329	92	27	8
Prof'l Association Dues	330	296	90	34	10

Part-Time Employees

Benefit	Number	Fully Paid (#)	Fully Paid (%)	Partially Paid (#)	Partially Paid (%)
Health Insurance	12	8	67	4	33
Dental Insurance	14	8	57	6	43
Group Life Insurance	11	5	45	6	55
Long-Term Disability Insurance	14	6	43	8	57
Short-Term Disability Insurance	11	6	55	5	45
Pension Retirement	13	7	54	6	46
Maternity Leave	5	2	40	3	60
Sick Leave	14	13	93	1	7
Annual Leave	19	18	95	1	5
Personal Leave	5	4	80	1	20
Administrative Leave	1			1	100
Compensatory Time	8	7	88	1	12
Attendance Travel Prof'l Meetings	14	12	86	2	14
Leave for Prof'l Meetings	15	13	87	2	13
Prof'l Association Dues	15	14	93	1	7

Table 28b. Benefits Reported in United States for Full and Part-Time Employees

Full-Time Employees

Benefit	Number	Fully Paid (#)	Fully Paid (%)	Partially Paid (#)	Partially Paid (%)
Health Insurance	4,393	1,956	45	2,437	55
Dental Insurance	3,632	1,471	41	2,161	59
Group Life Insurance	3,878	2,410	62	1,468	38
Long-Term Disability Insurance	3,266	1,843	56	1,423	44
Short-Term Disability Insurance	2,779	1,841	66	938	34
Pension Retirement	3,990	2,052	51	1,938	49
Maternity Leave	2,100	1,277	61	823	39
Child Care	414	102	25	312	75
Sick Leave	4,268	4,008	94	260	6
Annual Leave	4,388	4,290	98	98	2
Personal Leave	2,017	1,764	87	253	13
Administrative Leave	1,218	1,046	86	172	14
Sabbatical Leave	563	338	60	225	40
Compensatory Time	1,137	991	87	146	13
Attendance Travel Prof'l Meetings	4,056	2,943	73	1,113	27
Leave for Prof'l Meetings	3,708	3,286	89	422	11
Prof'l Association Dues	2,945	2,506	85	439	15

Part-Time Employees

Benefit	Number	Fully Paid (#)	Fully Paid (%)	Partially Paid (#)	Partially Paid (%)
Health Insurance	176	80	45	96	55
Dental Insurance	140	54	39	86	61
Group Life Insurance	150	101	67	49	33
Long-Term Disability Insurance	112	64	57	48	43
Short-Term Disability Insurance	100	65	65	35	35
Pension Retirement	176	90	51	86	49
Maternity Leave	68	36	53	32	47
Child Care	19	7	37	12	63
Sick Leave	185	163	88	22	12
Annual Leave	217	199	92	18	8
Personal Leave	100	86	86	14	14
Administrative Leave	44	39	89	5	11
Sabbatical Leave	20	15	75	5	25
Compensatory Time	65	57	88	8	12
Attendance Travel Prof'l Meetings	208	144	69	64	31
Leave for Prof'l Meetings	180	151	84	29	16
Prof'l Association Dues	156	131	84	25	16

Ninth SLA Salary Survey

1 Geographical area of employment
U.S. (including APOs, P.R., V.I.)

Indicate the geographical area in which you are employed by checking either: (1) the metropolitan area or (2) the broad geographical census division if your metropolitan area is not listed. *Do not check more than one box.*

- NEW ENGLAND ☐ 01
  (Me., N.H., Vt., Mass., R.I., Ct.)
  - Boston; Lowell; Brockton ☐ 02
  - Hartford; Springfield—Chicopee—Holyoke ☐ 03
  - New Haven; Bridgeport; Norwalk; Stamford ☐ 04
- MIDDLE ATLANTIC ☐ 11
  (N.Y., N.J., Pa.)
  - New York City (Nassau, Suffolk, Westchester & Rockland) ☐ 12
  - Newark, N.J. (Essex, Morris & Union); Jersey City; Paterson—Clifton—Passaic; Middlesex, Somerset ☐ 13
  - Philadelphia—Camden; Trenton; Reading; Lancaster ☐ 14
  - Albany—Schenectady—Troy ☐ 15
  - Syracuse; Utica—Rome ☐ 16
  - Buffalo; Rochester, N.Y. ☐ 17
  - Pittsburgh; Johnstown; Altoona ☐ 18
- SOUTH ATLANTIC ☐ 21
  (Del., Md., D.C., Va., W.Va., N.C., S.C., Ga., Fla., P.R.)
  - Baltimore, Md.; Wilmington, Del.—N.J.—Md. ☐ 22
  - Washington, D.C.—Md.—Va. ☐ 23
  - Richmond, Va. ☐ 24
  - Durham; Raleigh; Greensboro—Winston Salem ☐ 25
  - Atlanta ☐ 26
- EAST SOUTH CENTRAL ☐ 31
  (Ky., Tenn., Ala., Miss.)
  - Knoxville; Nashville ☐ 32
  - Huntsville; Birmingham; Tuscaloosa; Gadsden ☐ 33
- EAST NORTH CENTRAL ☐ 41
  (Ohio, Ind., Ill., Mich., Wis.)
  - Chicago; Gary—Hammond—East Chicago ☐ 42
  - Cincinnati; Dayton; Hamilton; Columbus ☐ 43
  - Cleveland; Akron; Canton; Youngstown—Warren ☐ 44
  - Detroit; Flint; Kalamazoo; Jackson; Ann Arbor ☐ 45
  - Milwaukee; Racine ☐ 46
  - Indianapolis; Lafayette—West Lafayette; Anderson—Muncie ☐ 47
  - Peoria; Bloomington—Normal; Champaign—Urbana ☐ 48
- WEST NORTH CENTRAL ☐ 51
  (Minn., Ia., Mo., N.D., S.D., Nebr., Kan.)
  - Kansas City; St. Joseph ☐ 52
  - Minneapolis—St. Paul ☐ 53
  - St. Louis, Mo.—Ill. ☐ 54
- WEST SOUTH CENTRAL ☐ 61
  (Ark., La., Okla., Tex.)
  - Oklahoma City; Tulsa ☐ 62
  - New Orleans ☐ 63
  - Houston; Galveston—Texas City; Beaumont—Port Arthur ☐ 64
  - Dallas; Fort Worth; Sherman—Denison ☐ 65
  - Austin; San Antonio ☐ 66
- MOUNTAIN ☐ 71
  (Mont., Idaho, Wyo., Colo., N.M., Ariz., Utah, Nev.)
  - Albuquerque ☐ 72
  - Denver; Colorado Springs; Pueblo ☐ 73
  - Tucson; Phoenix ☐ 74
- PACIFIC ☐ 81
  (Wash., Ore., Calif., Alas., Haw.)
  - Seattle—Everett; Tacoma ☐ 82
  - Portland; Salem; Eugene ☐ 83
  - S.F.—Oakland; San Jose; Stockton; Vallejo—Napa; Sacramento ☐ 84
  - L.A.—Long Beach; Santa Barbara; Oxnard—Ventura ☐ 85
  - San Diego ☐ 86
  - Honolulu; Kailua ☐ 87
- CANADA ☐ 91
  (All provinces & territories)
  - Calgary-Edmonton ☐ 96
  - Montreal ☐ 92
  - Ottawa ☐ 93
  - Toronto ☐ 94
  - Victoria & Vancouver ☐ 95
- OTHER COUNTRIES ☐ 99

Disregard the numbers next to the boxes — they are for data-processing purposes only.

2. Age Group

- Under 20 ☐ 1
- 20-29 ☐ 2
- 30-39 ☐ 3
- 40-49 ☐ 4
- 50-59 ☐ 5
- 60 & over ☐ 6

3. Sex

- Female ☐ 1
- Male ☐ 2

4. Race

- American Indian or Alaskan Native ☐ 1
- Asian or Pacific Islander ☐ 2
- Black ☐ 3
- Hispanic ☐ 4
- White ☐ 5
- Other ☐ 6

5. Employment Status on April 1, 1990

- Full-time employed ☐ 1
- Part-time employed ☐ 2
- Part-time employed through official job sharing ☐ 3
- Retired ☐ 4
- Not employed & *not* seeking employment ☐ 5
- Not employed *and* seeking employment ☐ 6

6. Unemployment Between April 1, 1989 and March 31, 1990

	Yes	No
a. Were you unemployed for any portion of this period?	☐ 1	☐ 2
b. Was your employment terminated?		
By your employer?	☐ 1	☐ 2
On your own initiative?	☐ 1	☐ 2

c. How many months were you unemployed?
Insert number (0 to 12)

☐☐

7. **For full-time employees only. Part-time employees skip to question 7a.** Enter your Basic Annual Salary (as of April 1, 1990, rounded to the nearest dollar). This should be your annual salary associated with your principal *full-time* professional employment (before deductions for income tax, social security retirement, etc.). *Do not* include bonuses, overtime, or other payments for professional services. *Do not* include subsistence allowances. (If unemployed, enter "zero".) Part-time employees, please skip to question 7a.

$ ☐☐☐☐☐☐

a. Part-time employees, enter your **hourly** rate (as of April 1, 1990 rounded to the nearest dollar).

$ ☐☐☐

b. Enter number of hours worked per week (rounded to whole number).

☐☐

8. What type of institution or business is served by the library information center in which you are employed?

- a. Federal government (U.S. or Canada), including military branches ☐ 1
- b. Other government (state, provincial, local, international) ☐ 2
- c. Public library
  - In subject department ☐ 3
  - In general public library ☐ 4
- d. Academic institutions
  - In a subject department or research institute ☐ 5
  - In a general campus library ☐ 6
- e. Other not-for-profit institution, organization, association ☐ 7
- f. For-profit corporation, non-manufacturing (specify type below; check only one box)
  - Mining, agriculture, forestry, fisheries ☐ 8
  - Transportation, public utility, communication ☐ 9
  - Banking, finance, real estate ☐ A
  - Accounting ☐ B
  - Hospital and other medical services ☐ C
  - Engineering and architectural services ☐ D
  - Insurance ☐ E
  - Advertising, marketing ☐ F
  - Commercial laboratory ☐ G
  - Legal services ☐ H
  - Information brokers (including self-employed) ☐ I
  - Consulting services (including self-employed) ☐ J
  - Other non-manufacturing ☐ K
- g. For-profit corporation, manufacturing (specify type below; check only one box)
  - Textiles, lumber, wood, paper, etc. ☐ L
  - Newspapers, publications ☐ M
  - Chemicals & allied products ☐ N
  - Processed foods ☐ O
  - Pharmaceuticals ☐ P
  - Petroleum ☐ Q
  - Rubber, plastics, glass, ceramics, etc. ☐ R
  - Metals & metal products ☐ S
  - Office, computing and accounting machines ☐ T
  - Other machines, except electrical ☐ U
  - Electrical equipment & supplies ☐ V
  - Motor vehicles & equipment ☐ W
  - Aircraft & parts, aerospace ☐ X
  - Nuclear energy ☐ Y
  - Other manufacturing ☐ Z
- h. Not otherwise specified ☐ #

9. Is the organization in which you are employed called a

- a. Library ☐ 1
- b. Information Center ☐ 2
- c. Other (Specify) _____ ☐ 3

10. Degrees (Check highest applicable in each column)

	Subject Field	Library/ Info Science
Doctorate	☐ 1	☐ 1
Master	☐ 2	☐ 2
6th Year Certificate	☐ 3	☐ 3
Bachelor	☐ 4	☐ 4
Associate	☐ 5	☐ 5
No Degree	☐ 6	☐ 6
No College	☐ 7	☐ 7

Disregard the numbers next to the boxes—they are for data-processing purposes only.

11. Indicate the subject field in which you hold your degrees.

- Biomedical sciences ☐
- Business, commerce or economics ☐
- Earth sciences ☐
- Education ☐
- Engineering ☐
- English or journalism ☐
- Fine and applied arts (art, architecture, music, speech, theatre) ☐
- Foreign languages ☐
- Law ☐
- Liberal arts ☐
- Physical sciences ☐
- Philosophy or religion ☐
- Social sciences ☐
- Other ☐

12. Number of employers worked for full-time since entering the library/information field.

☐☐

13. Number of years with present employer.

☐☐

14. Record the number of years of professional library experience *and* other professional experience you have had *since* receiving your Bachelor's degree.

Prof. Library Experience	Other Prof. Experience
☐☐	☐☐

15. Indicate your primary specific responsibility. *Check only one box.*

- a. General responsibilities(in a one- or two-person library) ☐ 1
- b. Administrative responsibility ☐ 2
- c. Abstractor or indexer ☐ 3
- d. Acquisitions or cataloging ☐ 4
- e. Bibliographer ☐ 5
- f. Consultant ☐ 6
- g. Documents or reports ☐ 7
- h. Editor or writer ☐ 8
- i. Information broker ☐ 9
- j. Literature searcher/online searcher ☐ A
- k. Information specialist ☐ B
- l. Reader service or reference ☐ C
- m. Systems specialist ☐ D
- n. Translator ☐ E
- o. Library school faculty ☐ F
- p. Self-employed (neither consultants, nor information brokers) ☐ G
- q. Other ☐ H
- r. Not employed in a library ☐ I

16. Do you supervise other members of the library staff? Enter the number of professionals (librarians, abstractors, etc.), the number of technicians and the number of clerks you supervise.

Professionals	Library Technicians	Clerks	Total
☐☐	☐☐	☐☐	☐☐☐

17. Budget range allocated to your library/information center for current fiscal year. (Include salaries and benefits, contractual services, materials/supplies. Exclude rent.)

- under $25,000 ☐ 1
- $25,000—49,999 ☐ 2
- $50,000—74,999 ☐ 3
- $75,000—99,999 ☐ 4
- $100,000—249,999 ☐ 5
- $250,000—499,999 ☐ 6
- $500,000—749,999 ☐ 7
- $750,000—1,000,000 ☐ 8
- above $1,000,000 ☐ 9

18. Check the job title that most closely matches your title.

- Manager ☐ 1
- Assistant/Section Head ☐ 2
- Librarian/Information Specialist ☐ 3
- Support Staff ☐ 4

19. Listed below are commonly accepted definitions for the job titles in question 18. How do your responsibilities compare with the description of your job title? *Check only one box.*

	Greater Than	Equal To	Less Than
Manager—full responsibility for budget and administration of library operation	☐ 1	☐ 1	☐ 1
Assistant/Section Head—responsible for administration of a specific service area/department	☐ 2	☐ 2	☐ 2
Librarian—performs professional information services with little or no administrative responsibility	☐ 3	☐ 3	☐ 3
Support Staff—largely routine and clerical functions for the library	☐ 4	☐ 4	☐ 4

Disregard the numbers next to the boxes—they are for data-processing purposes only.

20. Please indicate which of the following benefits are either fully or partially paid by your employer. Please check **all** benefits that you receive. Leave blank those benefits which are neither partially nor fully paid by your employer. **Canadian members: Please interpret this question to mean supplementary health insurance.**

	Fully Paid	Partially Paid
a. Health insurance	☐ 1	☐ 2
b. Dental insurance	☐ 1	☐ 2
c. Group life insurance	☐ 1	☐ 2
d. Long-term disability insurance	☐ 1	☐ 2
e. Short-term disability insurance	☐ 1	☐ 2
f. Pension plan/retirement benefits	☐ 1	☐ 2
g. Maternity leave	☐ 1	☐ 2
h. Child care	☐ 1	☐ 2
i. Sick leave	☐ 1	☐ 2
j. Annual leave/paid vacation	☐ 1	☐ 2
k. Personal leave	☐ 1	☐ 2
l. Administrative leave	☐ 1	☐ 2
m. Sabbatical leave	☐ 1	☐ 2
n. Compensatory time	☐ 1	☐ 2
o. Attendance and travel to professional meetings and conferences	☐ 1	☐ 2
p. Leave to attend professional meetings and conferences	☐ 1	☐ 2
q. Professional association dues	☐ 1	☐ 2

21. Please indicate whether you receive profit-sharing bonuses or ESOPs. Please check **all** that you receive.

a. Profit sharing	☐ 1
b. Incentive bonus	☐ 2
c. Annual bonus	☐ 3
d. Bonus-Other (Specify)	☐ 4
e. ESOP	☐ 5

21a. If you indicated that you receive a bonus of any type, what **percentage** of your gross income does that represent?

_____%

22. Please check your SLA membership category.

Member	☐ 1
Member (Paid-for-life)	☐ 2
Associate Member	☐ 3
Student Member	☐ 4
Retired Member	☐ 5
Sustaining Member	☐ 6
Honorary Member	☐ 7
Nonmember	☐ 8

23. Please indicate your level of awareness of each of the following services offered by SLA. (Please circle the appropriate response.)

	Have used or participated	Familiar with but haven't used or participated	Heard of but not familiar	Never heard of
a. Annual conference	1	2	3	4
b. Regional continuing education courses	1	2	3	4
c. Middle Management Institute	1	2	3	4
d. Winter Education Conference	1	2	3	4
e. Executive Development Academy	1	2	3	4
f. Resume Referral Service	1	2	3	4
g. Computer-assisted self-study program	1	2	3	4
h. State-of-the-Art Institute	1	2	3	4
i. Information Resources Center	1	2	3	4

24. Please indicate your level of awareness of each of the following SLA programs. (Please circle the appropriate response.)

	Have used or participated	Familiar with but haven't used or participated	Heard of but not familiar	Never heard of
a. Government Relations	1	2	3	4
b. Public Relations	1	2	3	4
c. Special Program Grants	1	2	3	4
d. Scholarships	1	2	3	4
e. Awards	1	2	3	4
f. Research Grants	1	2	3	4
g. Research Program	1	2	3	4

25. If you have contacted SLA headquarters in the last six months, was your contact satisfactory? (If you have not contacted SLA headquarters, please check box 3.)

1. ☐ Yes
2. ☐ No
3. ☐ Haven't Contacted

Please check to make sure that you have answered each question. As soon as you have completed the questionnaire, please mail in the enclosed envelope to: Special Libraries Association, Salary Survey, 1700 Eighteenth Street, N.W., Washington, DC 20009.

Special Libraries Association

1700 Eighteenth Street, N.W.
Washington, D.C. 20009
(TEL) 202/234-4700
(FAX) 202/265-9317

ERRATA

TO: SLA Biennial Salary Survey-1991

Please note that Table 13f (on page 38) should be listed as: Salary Distribution by Number of Clericals Supervised for Men and Women in United States.